App. F. IX-4

1942-43
Med

File No. [redacted]

Serial Nos. [redacted]

P-88-E

Previous References.

Med 50-43 Nos 1-3
" 93-42 Nos 1-7
" 322-37 " 1-14

Later References.

Med 103-45 Nos 1.
Med 42-46 Nos 15, 16, 17, 19, & 21
" 18-49-5, 6, Med 18-50-16, 17, 42-2, 18-49-28 &

GENERAL AND REVENUE SECRETARIAT

Serial Nos.

Part B for June 1945

SUBJECT

Passes orders on the Report of the Committee appointed to examine the conditions of the Nursing Services in the State Hospitals

L.C. Resolutions re Anomalies in the Nursing Staff

2759/L.C.

Continuation Sheet. File No. / Current No. Med of Page. 1

From the Secy RA & L.C.

No 3573 L.C. 16.12.42.

Forwards for information & spot copies of resolutions passed at the L.C. meeting on 14.12.42 held with the L.C. Resolution file on the subject. If approved a copy of proceedings of the discussion on the subject will be called for from the L.C. Section in the first instance.

RA 23/12

RA 23/12

2 Please put up the Leg Council rule 19 41. urgent

3) Held with a copy of the Rules

RA 4/1

4/1

(4) Under rule 49 the resolution above sent by the Legislative Chamber to Govt, shall have effect only as a recommendation to Government.

(5) A copy of the discussion may also be put up for reference - urgent.

(to L.C Office)

4/1

6) No extra copies of discussion are available. Printed copy of the proceedings containing the discussion on the above subject will be supplied within a week or ten days

Asst Secy

5-1-43

Asst Secy to Govt

5/1

Secy to Govt

5-1-43

1 of the resolution
example entry will be
to Mutg Br for necessary
tion

Mutg Br to kindly take
the copy of resolution
copy taken and file
attached
Section for Kind
mpliance

LY

GISLATIVE COUNCIL

LEGISLATIVE DEPT.
1943
ORE

Anamolies re. Ho Nursing Staff
L.C. Resolution

Continuation Sheet. File No. Current No. of Page.

11

8) Subd with a copy of the discussions
The resolution to appoint a Committee to go into the question of the anamolies in the nursing staff is for orders.

Ag 18/1 Please see notes & orders in No. 1147-42 ✓

Sub to be noted

Sh 18/1 9) Note is another file ✓ in which SS has been requested to furnish some information ~~which~~ may be put up by

16) Subd with file GM 2832 wherein 1911 there is a proposal for the appointment of Night Superintendent in the V. Hospital B'lore

Ag 20/1

Sh 20/1

11) Kind reference is invited to the discussion in the note, the reply of the SS & the final opinion of the L.S.G Minister on page 386, stating that Govt are not prepared at the present moment, to appoint a Committee.

12) The motion having been pressed, it was adopted by a majority of '23' to '21'

13) As the opinion was equally divided it is for kind consideration if a Committee need be appointed? The resolution is only a 'recommendation'.

14) Besides, the question of revising the rules regarding the training, recruitment &c of nurses is under the active

Files re revision of rules relating to training of nurses staff have been put up also by Min. may be done separately by YY DNO 1409 20/1/43 Subd. Linked below

Ag 21/1

Resolution in the L.C re anomalies in the Nursing staff & constitution of a Committee to go into the question

Continuation Sheet. File No. / Current No. of Page. 3

of staff. (Please see the linked file wherein further information has been called for from the S.S)

(15) In the circumstances, it is for consideration if a Committee need be appointed at present in regard to this question, & if so, who are to be members to constitute the said Committee

P 7th 22.1.43

Ly 22/1/43

Law Ly

(16) It is not necessary to appoint any Committee

(17) The S.S. may be requested to submit such additional particulars which may be considered to be necessary with a view to discussion

Dir Ac 2.56 22-1-43

Ly 22/1/43

18 Both the S.S. & the M.O may be asked to send any proposals in the light of the discussions the question of appointing a Committee may be considered hereafter

Ly. 27.1.43

Submitted with a draft for approval

Ra 30/1

Ly 30/1

20) Yes

Ly

27.1.43

OFFICE OF THE MINISTER FOR L. S. G. & P. H. Date 27.1.43 No. 5763

Anomalies in the nursing staff

Continuation Sheet. File No. of Page. 3466

Current No. 4697

4697

Vo G 9366/07 S 2 42

To The Senior Physician and Chief Medical officer Women's Hospl

Requests them to frame & submit proposals on the question of removing anomalies in the nursing staff.

From the Chief M.O, Women's Hospitals

No C 1119/1 Dated 15-2-43

Suggests that for the present a Board consisting of five officers may be constituted to consider the question and forward the deft proposals and adds that later on two more private gentlemen may be included in the Committee to consider their proposals.

Subd for perusal. A report is due from the S.S. also and the same will be awaited if affd

Yes

by

18/3

(M)

18/3. Minutes minuted 9.3.43, vide File heading Dos 4294.

"What action has been taken on the C. resolution passed on the last occasion on this subject"

Dom SS & CMO were requested to furnish a report. The CMO has sent in the report, the report of SS is awaited for perusal. S.S. has been reminded

Law Dept

by

17.3

16/3.

by

16/3

Hoss

17.3.43

Anxieties in the Nursing Staff

m) Memo with the S.S's to take reply. Phone R Nair to reply

Phoned to SS by AAP 17-3-43

CWS 17-3-43

from Senior Surgeon

G.C 392-1 d 23.3.43.

States that in his reply to the L.C. dis cussion it was made clear that most of the complaints were based on incorrect information and had no foundation and suggests that a committee may be appointed consisting of 3 non official and 4 official members to consider the points raised etc.

15) subd. The C.M.O suggests a Board consisting of S.S & herself and the M.Os of KR, Victoria & Chelsea Hospitals to consider the question and formed proposals which may later on be examined by a committee consisting of the above mentioned officers and two non official gentlemen.

16) The S.S. suggests a committee of 3 non offl and 4 official members

Hay 17.4 R. 17) Reference is invited to L.C. proceedings and the Ministers minute in para 18 supra. It is perhaps settled that a committee need be formed only if it appears to be

Memorandum on Nursing Service

Continuation Sheet. File No. Med 5793 Page.
Current No. of

necessary after specific proposals are received from S.S. and the C.M.O. The S.S. and the C.M.O. may perhaps be asked to make specific recommendations in the matter for consideration of Govt in the first instance.

29/3.

It appears desirable to accept the views of the D.M.O in as much as the comprehensive proposals, by eliminating all the differences of opinion, would be formulated by the Officers of the Medical Dept in the first instance. (I am sorry)

29.3.43

11648
30.3.43

Nicaragua's in Municip Service

5495/5805

Continuation Sheet. File No. Current No. of Page. 7 ~~6~~ 7

22) It is better to appoint a mixed committee in pursuance of the L.C. Resolution. The S.S. may send a list of names in consultation with the C.in.C.

Sd
4.4.43

Cav
6-4-43

Secy 76
6/4

From Mr. W.H. Theobald

Letter d 2.4.43 addressed to Minister L.S.

Suggests certain names for constitution of a Committee to go into the question of the Municip Service etc.

23) Orders on P.D.

This may be considered at the time of the constitution of the Committee.

Sd H.G.
3.4.43

Sd C.N.
6/4/43

Sd KRS
6/4

24) Submitted pl.

Sd
9/4

Sd
9/4

25) Issue as one
4/10/4

No G/1885 of 12-4-1943 to Sec

Senior Surgeon

Secy
12/4

calls for a list of names of persons who may be appointed to the Committee

Anomalies in nursing Service

S 808
6170

Continuation Sheet. File No. Current No. of Page.

From C.M.O.
No C 1419-5 d 22.4.43
Forwards copy of letter addressed to the S.S. for information.
Ministers minute d 24.4.43 in D No 5664.
26) The Committee file may be expedited
H.L. H.G.

27) Subd for perusal. Reply from S.S. awaited.
The file re appointment of two night superintendents for the Victoria Hospital is clothed herein as the question has been ordered to be referred to the Committee. It could be included in the terms of reference to the Committee, when the proposals in the personnel are received from the S.S.
29/4/43. The S.S could be reminded again on 1.5.43 for expedition his proposals, if they should not be received before then
Yst/ 29/4/43
Sk 29/4/43

28) For perusal.
Lawrey L 29/4/43

29) Ans 29.4.43
for

1488

From Senior Surgeon
No g.c 392-5 d 8.5.43
Suggests the means for appointing a committee explaining that Medical officers of institutions may be omitted as the C.M.O. will represent their interests and suggesting that a Medical officer of a Mission hospital may also be appointed on the Committee and states that Dr. Noronha of St Matthias Hospital may be selected.

30) Subd with refers.

a statement is put up showing the names suggested by the S.S. the C.M.O and Dr. Theobald to facilitate orders on the personnel of the committee. Refee is invited to paras 22 and 23 supra. for orders.

31) The proposal in the linked file re appointment of two night superintendents for the Victoria Hospital Bône has been referred to the committee as ordered.

yes.

32) In connection Refee is invited to paras 18 to 21 The terms of reference and the points on which the committee should make its recommendations have not been defined. Before the committee meets it is necessary perhaps to have definite terms framed for their consideration. The C.M.O. suggested that a Board be formed to frame recommendations in the first instance but S.S. has in his letter d 23.3.43 explained that most of the points of complaints had no ground alone or were based on incorrect information. Another alternative is perhaps to leave the question of determining the points for consideration to the committee itself

Terms are suggested by him in para 21 supra

Points for orders:
Personnel of the Committee
Terms of Reference
L.C. Rebuttal
Linked file
Nursing staffs for the Victoria Hospt

Sd 17/5

33) The terms of reference are, as gathered from the L.C. Rebuttal, the removal of anomalies in the nursing staffs in Govt hospitals & bringing about an equitable arrangement. These terms are wide enough & would include pay, strength in each hospital etc

WD 0972—GPB—10,000 -21-10-42

Re Committee to go into question of Nursing Service

Continuation Sheet. File No. / Current No. 6527 of Page.

34) Orders are solicited on

1) The persons (official or non-offl) to be appointed to the Committee. The list sent by SS, C & M.O & Mr Theobald are put up side by side.

2) The terms of reference for the Committee - may be regarding the ~~existing anomalies in the~~ desirability to have a uniform system & transfers etc of recruitment of nurses in all the Major Hospitals & allied matters namely course of training, & prospects, strength in each Hospital etc. The Committee may be requested to go into & investigate this question in all its bearings. (After orders are issued on the ~~practicability~~ the question of appointing 2 night Superintendents to the Victoria Hospital may be referred to the Committee)

(we need not adopt the existing term anomalies as we feel that there are no anomalies as such)

by 17.5

Law Dept)

35) The following may be members of the Committee

1 The Senior Surgeon Chairman
2 The D.P.H
3 The C.M.O.
4 Mr. N. Theobald
5 Dr. M. Rogan
6 M.O. St. Martha's Hospital
7 Mrs Nagamma Ganapathiah
8 M.O. Victoria Hospital

LEGY. LAW DEPT. GOVT OF MYSORE

Committee for grey with Municipalities

Continuation Sheet. File No. Current No. of Page. 1/1

The P. A. D. S. will be the Secretary

36) The terms of reference will be settled in consultation with the S. S. & C. M. O

OFFICE OF THE MINISTER FOR L. S. G. & P. H.
Date 18. 5. 40.
No. 9650.

Rec'd 2. 5. 43

Ans 17 5 43
H 18/5/43

37) A.G.
28. 5. 43
Ans 29 5 43
H 29-5

Rec'd 31/5

Subd with draft G.O.

Sd/ 1/6/43: Subd with a draft to S.S. requesting him to suggest suitable terms of reference.

Sup'd 1/6

Ag 2/6 38) It is desirable to have the terms of reference settled before issue of the G.O. constituting the Committee so that the terms may be inserted in the G.O. hence draft letter is forwarded for consideration.

39) A consolidated G.O as at para 35 & 36 will be issued after ascertaining the terms of reference & draft may be approved

SECY. LAW DEPT. 4/6/43

Law dy 2/6

Ans 4/6/43

40) H 5/6

Committee to examine the question of nursing shortage.

Dy 14277 dy 8 6 1943 to
Senior Surgeon.
Requests him to suggest
terms of reference for consideration
of the proposed Committee to go into
question of Convalescence

From—The Senior Surgeon.

No. Gc. 392-11 dated 23-7-1943
In connection with the CMO
Proposes certain terms of reference

Subd with Reminder
17/7 Issued
17/7 Dy 75 dy 1/7/43
Dy 75 subd with a reminder
Issued Dy 830 dy 19/7/43.
17/7 Dy

for consideration by the proposed Committee,
41 The Senior Surgeon has proposed the following
terms of reference for consideration by the
Committee:-

1. Uniformity of standards of training of Nurses
(2. Question of employment of married nurses)
3. Revision of the scale of pay of nurses
4. Whether the relatives of nurses may be allowed to live with them in the Officials quarters
5. Provision of certain amenities to the Nursing staff such as recreation, etc
6. Grant of maternity leave to nurses

Subd with a draft Dy for consideration
Ref. paras 35-40 supra.

42) No 2 may be omitted.

28/7 The SS has discussed the terms of
CS reference for the Committee in connection
with the C.M.O. The SS says that
some of the terms of reference proposed by the
C.M.O include some questions which are
purely administrative and need not be
referred to the Committee as they

are capable of being dealt with by the Department. This may be accepted,

43) The terms of reference proposed by S.S. may be supplied, except No 2 which is dealt with separately in connection with the proceedings of the Standing Committee of L.S.G. & P.H. – viz employment of married nurses.

44) In place of this question, that relating to "appointment of Night Superintendents to the Victoria Hospitals will also be included, as ordered by the L.S.G. Minister, in the linked file

Draft is also put up for consideration by Law Dept.) 29.7

A proposed by S.S. 29.7

997 25/7/43

45) All the points suggested by the S.S. and the question relating to the appt of Night Supts to Victoria & M.R. Hospitals may be referred to the Committee

46) The question of regularising hours of work & allowances of patients can be dealt with by Matrons.

Noted 29.7.43

47) 29.7

Noted 30.7.43.

Noted 31.7.43

4319

OFFICE OF THE MINISTER FOR L. S. G. & P. H. Date 29.7.43 No. 799

WD 0972—GPB—10,000—21-10-42

Committee to examine the question of nursing services.

Continuation Sheet. File No. Current No. Med of Page.

48)
May the draft already put up issue. The two Night Superintendents are meant for Victoria Hospital (vide checked file). Two Supervising Sisters on Rs 125-~~150~~-200 have already been appointed for work in the K.R. Hospital, Mysore

Gs 2/8 49) Issued before Some

Law Dept 51) 1191

Law Dept) 52) Issued 3/8

53) Issued 3/8

Nos 1561-8 dt 6/8/1943
To The Senior Surgeon
" Director of Public Health
" Dean of Medical Officer, Bowring Hospital,
" Dr W.H. Theobald
" Dr T.C.M. Hoyard
Medical officers, St Marthas Hospital Bangalore
" Dr. Narayanamma Hiriyanayya

54) Sanctioning the formation of a Committee to frame the question of nursing services in the Hospitals referred to therein and calls for certain recommendations.
From C.Dr.O. Women's Hospitals
D.O. No. C 1119-129 1.11.43
Requests orders to Co-opt one more woman member on the Committee and to allow discussion of any subsidiary questions that may arise out of the terms of reference

are capable by Dr Pipi dealt with by the Department... This may be accepted,

43) The terms of reference proposed by S.S. may be supplied, except No 2 which is dealt with separately in connection with the proceedings of the Standing Committee of L.S.G. & P.H. — viz employment of married nurses.

44) In place of this question, that relating to "appointment of Night Superintendents to the Victoria Hospitals will also be included, as ordered by the L.S.G. Minister, in the linked file Drop is also put up for consideration by Law Sec)

A proposed by S.S. by 29.7

45) All the points suggested by the S.S. and the question relating to the appt of Night Supts to the Victoria & K.E. Hospitals may be referred to the Committee

46) The question of regulating hours of work & allowances of patients can be dealt with by the Matron.

Matron 2.8.43

Acc 29.7.43

47) by 4.7

WD 0972—GPB—10,000—21-10-42

Acc 31/7/43

30.7.43

OFFICE OF THE MINISTER FOR L. S. G. & P. H. Date 29.7.43 No. 799

499 29/7/43

Committee to examine the question of Nursing Services

H61/2500

subd with refees.

proposal No 1) 55) The proposal of the C.M.O. to coopt Dr. A. G. Gillespie Medical Officer Holdsworth Memorial Hospital Mysore as another women member on the Committee is forwarded. It is also proposed that any other subsidiary question arising out of the terms of reference — which are stated to be not wide enough to cover all points — may also be allowed and discussed. This is also forwarded. The next meeting is on 6/11/43 and early orders are solicited on the two points — referred to above.

Sd/-
2/11/43.

proposal No (2)

56) The proposals of the C.M.O. may be accepted, if approved

Law Dept 4441

Law Secy) 4/11

57. It is not necessary to make any additions at this stage. The Committee as now constituted will deal with the terms of reference which cover all relevant & necessary matters.

Sd/- 2.11.43

Law Dept 3.11.43

GOVT. OF THE MINISTER FIN. L. S. G. & P. H. Date 3.11.43 No. 2749

58) It may be done

Sd/-
4.11.43

4/11

Very Urgent.
Date 3.11.43
No. P.446

LEGISLATIVE COUNCIL MYSORE

256 Fin

"Warringston"
Church Road.,
MYSORE. 2-11-1943.

The Minister,
Rural Local Self Government & Public Health.,
Bangalore.

GEN. & REV. BRANCH 4 NOV 1943

Dear Sir,

In connection with the Committee appointed to go into the question of Nurses employed in Government service, I wish to bring to you kind notice that the Chairman of the Committee feels that the Committee cannot go beyond the terms of reference contained in the Government Order appointing the Committee. As such, he wishes to confine the subjects to be enquired into, within the four walls of the terms of reference.

In moving the Resolution in the L.C. for the appointing of a Committee to go into the question of Nurses, the whole field covering the Nursing service and the various difficulties, anomalies, irregularities etc was pointed out. But the terms of reference does not cover the whole question.

If the Chairman is right in his interpretation, the purpose for which the Committee was appointed would be of no value or serve any useful purpose whatever.

I do believe the Government in noting the terms of reference meant that the Committee pay special attention to those terms; but had no intention of confining the work of the Committee within the four walls of the terms of reference and not allowing it wider field of enquiry; and thus hamper and restrict its usefulness in solving the questions involved.

If I am right in presuming this, I request you to kindly issue necessary instructions permitting the Committee full scope ~~of~~ investigating and enquiring into all aspects of the Nursing Service; and the Committee afforded all facilities and opportunities to summon witnesses and if necessary to coopt additional members.

Since the next Meeting is fixed for Friday the 5th. instant (it has met only once before) and as the Agenda indicates that it is to be the final Meeting of the Committee, I request you to kindly treat this representation as very urgent and pass immediate orders.

Unless orders are issued in time and the Committee given full scope of enquiry and investigation, so that a comprehensive recommendation can be made, I regret to say Memebrs of the Committee will have to register their protest.

Thanking you and soliciting your earnest & sympathetic considera tion.

2500/ 2589

Yours sincerely.

[signature]

Member of the Legislative Council
appointed to the Nurses Committee
of enquiry.

also D 11 02500/_ letter of C.M.O. re adding a member Dr. Gillespie on the committee and also widening the scope of the terms of reference has been dealt with - the connected file for orders of the Minister dated 3/11/43. This will be submitted in continuation /

Miller
4/11/43 This may be submitted to the Minister in continuation

Law Dept
4/11

4386

dealt with - file. Orders have now been passed in June 58.
The terms of reference are at Flag C. Refer Minister's minute dated
9.11.43 in June 66 Supra. Mr. Theobald has urged for widening the
scope of the enquiry with facilities to summon witnesses and except
additional members, adding that a protest will otherwise be
made by members. Pages 63 & 65 Supra.

Law Dept
16/11

Miller
16/11/43

4457

17-11-43

Committee to examine the question of Municipal areas.

2569

Sd) Tarchon perhaps to be asked to the Mins S.S. Ger orders with regard to para 6 of Hyde Park Scale 17/11/43.

12)

was Minister order this
Law by ~~Mins~~ 6 matter may be
taken as ordered by the L.S.G
Minister approving one suggestion
of the C.M.O; this will also
be according to the request of
the Minister I.A.

Thus at once.

1,
18/11

Submitted for Ger consideration.
Scale
18/11/43

4990

11) for approval as Min orders
Law by) 1/18/11

13) Cm 16-11-43

16) Sim 1, 17/11

Received typed on 23/11/43.

To W. H. Heobald, Esq.,
Wearing Hse, Glenca Road, Hypose
No. G 5385 dated 24.11.'43.

Suggestions that Govt. have been
moved by the proposal that any other
question arising out of the terms of reference
to the Committee may also be allowed to be
discussed.

To the S-S.
No. G 5386 dated 24-11-'43
Copy of the above with Mr. W. H. Heobald's
letter dated 2.11.'43 for suggestions and Recommendations.

Report of the Nurses' Committee

Continuation Sheet. File No. Current No. of 5466 Page.

The C.M.O.

No. G 5388 dated 24.11.43.

Conveys approval of Govt. to the proposal.

The C.S.

No. G 5389 dated 24.11.43.

Copy of the above for information and necessary action.

The Surgeon and Chairman Nurses' Committee

G.C 392-42 dated 2.8.44

Submits the Report of the Nurses' Committee on the Consideration of Govt., adding that-

Sri Nagamma Srikantiah did not attend any Meeting of the Committee and that the C.M.O. Kankesanturai signed the report in the circumstances stated..

Submits with a Statement of points for orders.

1) Sri Nagamma Srikantiah did not attend any meetings

2) The C.M.O has not signed the Report. She also first asked for the no of teaching institutions to be modified to four from one. She was informed that there were only two recognised training institutions the KK and the Victoria Hospitals and that the question including the V.V. and the Chelvambal Hospitals which are training institutions for midwives does not arise

WD 01809—GPB—60,000—26-1-43

Report of the Nurses' Committee H66 (20

The Committee has arrived at this decision at their last meeting. The C.M.O was again asked to sign the report and embody any suggestions in a separate note to be sent to Govt. She did not sign but asked for her views being circulated. The Chairman states that he is of opinion that an absent member has no right to express a new opinion for circulation The report is therefore forwarded with copies of this correspondence for the consideration of Govt.

80) The C.M.O. has stated that the V.C and Cheluvamba Hospitals are having institutions for nurses also and that it is necessary to appoint two nursing sisters and one sister tutor to these hospitals also

Sd/ 6/8/44 GS

81) Before acting upon the recommendation of the Committee, the report may be circulated for perusal of the ministers in the finish its [illegible] being an important matter

82) (Re. 80 above) The Hon'ble C.M.O does not agree on one point to the extent of which she has not signed the report She was given to understand to send a separate note to be circulated along with the report on the points in which she differs.)

OFFICE OF THE MINISTER FOR L. S. G. & P. H. Date 11.8.44 No. 1173

1161

For Personal and Edu. Secy) and Fin. Secretaries Member Secy)

83) MR 9/8

Addl Secy

466

Report of the Committee etc

4) The file may be seen unofficially by C.M.O for his recording his opinion.

16.10.44.

G.O.no. 126/44-45 19.10.44 Chief Lady Medl Officer with Compts } A Devanandan 17/10 Mdl 17/10

C.1119-28/1 dtd 1.11.44

Returned with compliments.

(a) A Committee was appointed by Government to consider the question of the nursing services of the State.

The nurses had no representation on this Committee, nor was any of the nurses interviewed by the Committee during its meetings. At his request Mr. Theobald was given permission to interview a few nurses privately. What his findings were I am not aware of, as I was not present at the last meeting.

Of the 2 women appointed to this Committee I was the only one who attended the meetings. I was also, the only one to represent the Women's Hospitals in the State. The General Hospitals were represented by 3 members, and the two unofficial members had knowledge only of General Hospitals. Only 3 meetings were held.

(b) The calling of a 4th meeting, or the circulating of my views, after the 3rd meeting at which I was absent, would not have delayed the report to Government, as the 1st meeting was held on 31st August 1943; the second on 5th November 1943; and the third on 15th May 1944, making an interval of 2 months between the 1st and 2nd, and over six months between the 2nd and 3rd meetings, and a still further delay of 2 months more before the report was submitted to Government. There was, therefore, no great urgency for the Senior Surgeon to have held the 3rd meeting when he was aware that I was out of the station, on only a fortnight's holiday.

(c) The Senior Surgeon had no authority for stating and insisting, that there were only two teaching institutions for nurses in the State. The Government Order No.M.7197-9/Med.93-42-7 dated 10th February 1944, makes it quite clear, that nurses must undergo a year's training in Obstetrics and Gynaecology, and this training is given to them only in the Vani Vilas Hospital and Cheluvamba Hospital.

The Senior Surgeon in his covering letter, although admitting that the nurses are sent to these hospitals for training in Obstetrics, makes the absurd statement that these two hospitals are not teaching institutions, thereby not only ignoring the Government Order, but misleading the Committee. The Senior Surgeon is also aware that the Government of Madras recognises the Vani Vilas and Cheluvamba Hospitals as training centres for nurses in Obstetrics and Gynaecology.

(d) An important subject as the recommendation of appointing nursing and sister tutors was discussed at the 3rd meeting at which I was absent. It was, therefore, only reasonable that I would wish to have my views on this important subject discussed by the Committee. I know positively that the Committee would unanimously have agreed to my proposals if this was done.

Had I sent a separate note to the Government as desired by the Senior Surgeon, the Government would not be aware that the members of the Committee would have supported my proposals.

(e) Apart from the question of Tutor Sisters, the appointment of supervising sisters to Maternity Hospitals is of the greatest importance. The lives of mothers and infants are in the hands of the nurses conducting deliveries. It has been emphasised before now, having regard to the fact that maternal and infant mortality is higher in India than in any other counrty in the World, of which statistics are available, that the need for supervision of the work of the nurses is of prime importance. This was a matter that could not be left to the deliberations of 6 men who are not dealing with the subject. This view is fully justified by the fact that the Senior Surgeon and Committee have not recommended Supervising Sisters to the Vani Vilas Hospital, the largest Maternity Hospital in India. Such appointments exist in all important Maternity Hospitals in British India.

(f) The Senior Surgeon's statement that I wanted a new opinion circulated to the members is not true. A new subject was discussed at the 3rd meeting in my absence. No previous notice was given that this subject would be discussed at the meeting, and the fact that recommendations did not include the Women's Hospitals shows, that the Senior Surgeon took advantage of my absence to discuss this subject, when I was not present to represent the needs of the Women's Hospitals.

In conclusion, I wish to emphasise that if the need for Nursing and Sister Tutors to the Victoria Hospital and Krishnarajendra Hospital is deemed great, then the need to make the same appointments to the Vani Vilas and Cheluvamba Hospitals is even greater. I would, therefore, request Government to appoint Night Sisters, Nursing and Tutor Sisters to the Vani Vilas Hospital and Cheluvamba Hospital.

The Senior Surgeon as Chairman of this Committee, has acted throughout in a high handed way, and has throughout the conduct of this enquiry, shown a bias against the Women's Section. The request was after all very small, i.e., asking for the same concession for the two Women's Hospitals, as was recommended for the Men's.

I would also draw attention to the fact that the report itself is not signed by any of the members.

Secretary

CHIEF MEDICAL OFFICER,
WOMEN'S HOSPITALS IN MYSORE, BANGALORE.

16) Subd for orders. Refer Minister's memo [redacted] para. 8 of Supra. (vide paras 77 & 83 supra)

Edu. Secy) 2/11/44.

Mr Louis received thanks for [illegible] 3 days

3/11

98) The Controversy betn. SS — Comm is about the statement made in the report to the effect that only the K R Hospital & the V. V Hospital are teaching institutions for nurses.

99) Only in these two hospitals the nurses are trained & for a period of one year (perhaps the 4th year Course) They are sent to Women's hospitals (of the two cities for training in Midwifery, where classes for Midwives are conducted) & Mentane & Care & the Saidapet [illegible] that the S.S. has made "an absurd statement" since the V. V. Hospital & Chelmsamba Hospitals are not teaching institutions. What the S.S. perhaps meant was that the K R hospital & Victoria Hospitals are teaching institutions, for nurses.

* The other two Women Hospitals are having only hospitals for training of midwives.

100) The next point of Controversy is about the appointment of night sisters & nursing & tutor Sisters to the Vani Vilas & Chelumamba Hospitals.—

101) With Considering the subject appointment of night Supervisendents to the Victoria hospital Bangalore, the Committee have stated as follows:- "With the Committee is strongly in

favour of these Appointments in the Victoria hospital - which may be adopted in case of similar proposals for the Queen Mary's Medical hostels in the Vani Vilas & Chelvamba hospitals may also be favourably Considered."

102) It will be seen from the above that they recognised the need for regular Superintendents in the two Womens hospitals as well.

103) But as regards. two nursing Sisters & one Sister tutor at Rs 125-5-15 in the two teaching hospitals - (Vis V.R. & Victoria), it may perhaps be presumed that these Appointments are required in connection with the holding of classes for nurses in these two hospitals, & the Committee perhaps did not feel the need for these Sisters tutors in the two Womens hospitals as they were primarily intended for the training of mid wives & not nurses.

104) Even if such Appointments are required the case is at liberty to submit proposals independently & obtain sanction of Govt.

105) As regards

recommendations made by the Committee
[illegible] showing the recommendations
[illegible] and suggestions of this
[illegible] with notes on each of them, is
[illegible] and placed below for consideration

(Min. of Lab.) 9/11/44 mor 3745

106) It is necessary, I think, to have the views of the Senior Surgeons, as head of the hospitals on the points raised in the Report and the views expressed by the CMO.

(Min. of Lab.) 28/11 mor 28/11

107) XXc 29.11.44 mor 4/12

108) Sched with Dft - [illegible] Please put up required Dft mor 2/12
Sched 2/12/44 CS 2/12

109) Sched with revised Dft - for appr mor 2/12
Sched 2/12/44

(Edn. Min.) 110) 4/12 mor 4/12

U 289

OFFICE OF THE MINISTER FOR L. C. S. & P. H.
Date 28.11.44
No. 4257

Report of Nurses Committee

Continuation Sheet. File No. Med 178 of 42 466 3701 Page. 26

St. 14

To The Sr. Surgeon.
No. M 5151 dated 7.12.44

Requests Guidance to furnish his opinion as Head of the Med. Deptt. on each of the points raised in the above report and also on the points urged by the C-in-C.

From

Senior Surgeon
S.C 352-47 dated 10.2.45-

Furnishes a note on each of the points raised in the report of the Committee, states that the V.V. and Chelavamba Hospitals are recognised as training centres for midwives only and not for nurses and that appointment of night Superintendents to V.V. and Chelavamba Hospitals if desirable and may be favourably considered by Govt.

Smi Shetty 15/2/45

III)

Sd. The note of S.S. (at Flag V) on the proposals of the Committee is for orders.

Shetty 13/2/45

(12) The S.S. has now stated that it clearly is the V.V. Hospital & the Chelavamba hospital are not training institutions for nurses but only for midwives. & that as regards night Superintendents for the V.V. & Chelavamba Hospitals his proposal may be considered favourably Perhaps with a view to saving

WD 0726—GPB—25,000—15-9-44

C. F. (W)

Continuation Sheet. Med File No. / Current No. 3701 of

Report of Nurses' Committee

Page. 2

the Demand of the Cmte., which is pending before Govt. no also in view of the Committee's observation that such appointments are only in the Women's hospitals also, the proposal of the Cmte may be dropped

(13) A statement showing the several recommendations made by the Committee, the opinion of the S.S. thereon & any remarks are is placed below for orders

Edn Secy)

Med 23/2 — 23 FEB. 19

A statement giving the all my remarks & abbreviations

Nurse Dy Director Genl Secy } Q.M. 9/3 Med 9/3

4690

115) Vide my remarks on the note re point with any financial implications

By Dell 10/3 10/3 Med 10/3

Edn SECRET

10 MAR 19 5

OFFICE OF THE MINISTER FOR L. S. G. & P. H. Date 12-3-45 No. 7004

Report of Nurses Committee

116) vide orders on each subject. There was no necessity for the separate opinion of the S.S. as the Minister was the chairman of the committee specially appointed for the purpose. The controversy between the C.M.O. & the S.S. is rather unhappy. There was hopeless delay and the deliberations of the committee have prolonged for more than a year. There should not have been any occasion for a member of the committee to feel aggrieved for want of sufficient opportunity to explain the position before the other members of the committee

H.C.
19.3.45.

117) Read 21/3. Sched with DH G.O. This is perhaps schedule matter as the appointments of night superintendents involves a cost of Rs 10/25 per year.

Sheikh 22/3/45
GS 23/3

118) DH G.O. of 20th Apl. embodying the orders on the several points raised in the Statement

119) The appointment of Assistant night superintendents in Victoria, Vani Vilas & Chelvamma hospitals. Resulting in an extra recurring cost of Rs

Report of Nurses committee

Rs. 125 per year. Also the increase in the rate of stipends from Rs 25-4 to 30 per pm also results in extra recurring expenditure. With extent of the numbers of probationary nurses selected each year. This therefore becomes a debatable case.

Edn Dept / MeR 8/4/45

10) Agenda added & despatched of by circulation.

Edn Dept) Clerk 14/4/45

12) with a typed draft

12a) CN 7/4/45

Clerk 9/4/45 MeR 9/4.

12b) Noted with C.N. -

Edn. Dept) 12c) MeR 10/4

Chief Secy) Clerk

Clerk MeR 11/4

EDUCATION DEPT. No. 2613 Date 21.4

EDUCATION SECRETARY No. 914

EDUCATION SECRETARY 11.4

8689

Submitted with a circulation Note

Clerk 14/4/45 MeR 14/4/45

3701

30

For Disposal by Circulation.

No. C. 828

........9...... 1944-45

GENERAL AND REVENUE SECRETARIAT

COUNCIL MATTER

Subject:—

Report of the Committee constituted to examine the conditions of nursing services in the State Hospitals.

Circulated to the Council of Ministers.

By Order,

Chief Secretary to Government

........14th.....April...... 1945

Minister for Revenue & Law.

Minister for Public Works & Industries. 23.4.45

8192 14/4 Minister for Local Self-Government & Public Health. 17.4.45

7631 - 24.4.45 Minister for Food & Civil Supplies. [I have suggested a slight revision under the column "Orders of Govt" in the dft G.O. Page 3 - Recommⁿ II] 26/4

7054

Date 30.4.45

No. 8733

3403

27/4

28/4/45

28/4

2087

3791

Two copies of signed 7-N. part wfp

Kon
11/5/45

Dewan)

Dewan
12/5/

Submitted to His Highness

I submit herewith a Final Note by the Minister for Local Self-Government and Public Health on the action proposed to be taken on the Report of the Committee constituted to examine the conditions of the Nursing Services in the State Hospitals, for the gracious sanction of His Highness.

M. Visvesvaraya

Bangalore,
12th May 1945.

D E W A N,

Final Note by the Minister for Local Self-Government and Public Health

Subject.— Report of the Committee constituted to examine the conditions of the Nursing Services in the State Hospitals.

In Government Order No.G.1561-8/Med.178-42-9 dated 6th August 1943, a Committee of official and non-official gentlemen, with the Senior Surgeon as Chairman was constituted to examine and report on the following aspects of the Nursing Services in the State Hospitals:-

(1) Uniformity of standards of training of Nurses.

(2) Question of employment of married nurses.

(3) Revision of scales of pay of nurses.

(4) Whether relatives of nurses may be allowed to live with them in official quarters.

(5) Provision of amenities to the nursing staff.

(6) Grant of maternity leave to nurses.

(7) Appointment of night Superintendents to the Victoria Hospital.

The Committee has submitted its recommendations which are generally acceptable to Government. A draft Government Order embodying the recommendations of the Committee is enclosed herewith.

The Dewan and the other Ministers are agreeable to the action to be taken as above and I solicit the gracious sanction of His Highness to the same.

Bangalore,
11th May 1945.

H. B. Gurumurthy Rajaiah

M I N I S T E R,
Local Self-Government and Public Health.

Med 178-42-16.

33

PROCEEDINGS OF THE GOVERNMENT OF HIS HIGHNESS
THE MAHARAJA OF MYSORE.

R E A D:-

G.O. No.G.1561-8/Med.178-42, dated 6th August 1943 constituting a committee with the marginally noted personnel, to examine the conditions of nursing services in the hospitals and to submit its recommendations.

* 1. The Senior Surgeon in Mysore (CHAIRMAN)
2. " Director of Public Health.
3. " Chief Medical Officer, Women's Hospitals in Mysore.
4. Mr. W.H. Theobald, M.A., M.T., Mysore.
5. Dr. T.C.M. Royan, M.D., Bangalore.
6. The Medical Officer, St. Martha's Hospital, Bangalore.
7. Sri Nagamma Srikantia, M.L.C., Bangalore.
8. The Medical Officer, Victoria Hospital, Bangalore.
9. The Personal Assistant to the Senior Surgeon (Secretary).

2. Letter No.G.C.392-42 dated 2nd August 1944 from the Senior Surgeon and Chairman, Nurses' Committee, submitting the report of the Committee for the consideration of Government.

3. Further correspondence ending with letter No.G.C.392-47 dated 10th February 1945 from the Senior Surgeon in Mysore furnishing his further remarks on the recommendations of the Committee.

ORDER NO. M/1049-51, Dated 1st June 1945.

The Committee discussed the following points referred to them and has submitted its report appended hereto:-

Terms of reference.

I. Uniformity of standards of training for nurses.

II. Question of employment of married nurses.

III. Revision of the scales of pay of nurses.

IV. Whether relatives of nurses may be allowed to live with them in the official quarters.

V. Provision of amenities to the nursing staff.

VI. Grant of maternity leave to nurses.

VII. Appointment of night Superintendents to the Victoria Hospital.

The opinions of the Senior Surgeon and the Chief Medical Officer were also obtained on these recommendations separately.

After a careful consideration of the reports and the remarks of the Senior Surgeon and the Chief Medical Officer, Government are pleased to pass the following orders on each of the suggestions of the Committee:-

Recommendations of the Committee.	Orders of Government.
I. Training of nurses.	
(1) The period of training may be for 4 years - 3 years in sick nursing and one year in midwifery.	The period of training has already been extended to 4 years. Vide G.O. No.M.7197-9/ Med. 93-42-7 dated 10-2-1944.
(2) The minimum qualification for admission to the course be limited to IVth Form standard.	The recommendation is accepted as an experimental measure.
(3) Selected candidates be admitted on three months' trial, on the expiry of which if they fail to pass an entrance examination their training may be terminated.	No examination of the kind suggested is necessary. If any student is found unfit, she may be sent away at any time.
(4) The present practice of binding the State trained nurses to serve the Government for a period of five years is too long and may be reduced to one year.	The period of contract may be reduced to 3 years.
The existing contracts may be suitably modified with retrospective effect.	Existing contracts need not be interfered with.
(5) A uniform stipend of Rs.30 per mensem may be paid to these probationers for a period of 4 years.	Approved. With a view to encourage girls to take to nursing the Senior Surgeon has recommended that the existing practice of levying a fee of Rs.3/- from private candidates may be done away with and that a security deposit of Rs.20/- may be taken from private candidates as a precaution against loss, breakage, etc. The above proposal is accepted for the duration of the war.
(6) The existing pupil nurses scholarships may be abolished so that there may be only one course for Probationary nurses of four years.	The system of recruiting pupil nurses has been ordered to be done away with - vide G.O.M. 7197-9. Med.93-42-7 dated 10th February 1944.
(7) If arrangements could be made for their boarding and lodging in the hospital premises, a sum of Rs.25/- may be deducted out of their stipend for boarding expenses and the balance of Rs.5/- be given to them as pocket money.	Specific proposals may be be submitted separately.

Recommendations of the Committee.	Orders of Government.
I. Training of nurses. (contd.)	
(8) All probationary nurses be exempted from payment of lighting, water and scavenging charges during the course of their training.	Accepted.
(9) Scholarships should be made available for giving post graduate training to qualified nurses to obtain training in special subjects in various schools of nursing in India and abroad.	This recommendation is accepted. The Senior Surgeon and the Chief Medical Officer are requested to submit proposals to implement this recommendation.
II. Employment of married nurses.	
Resolved that widows and married women who have left their husbands may be employed as nurses.	Accepted subject to the condition of terminating their services in case of becoming pregnant as already directed in G.O. dated 19.8.43.
III. Revision of the scales of pay of nurses etc.	
(1) The Committee has recommended the following scales of pay and allowances:-	Government consider that uniformity and improvement in the scales of pay of this class of service is necessary, and that this can be considered only after ascertaining the financial implications. The Senior Surgeon is requested to submit a proposition statement in accordance with the recommendations of the Committee for the orders of Government.
Staff nurses.	
First Grade .. Rs.80-5/2-100 + R.A. of Rs.20/- per mensem + U.A. of Rs.48/- per year.	
Second " .. Rs.55-5/2-75 + -do-	
Third " .. Rs.35-5/2-50 + -do-	
Sisters. Rs.125-5-150 + R.A. of Rs.30/- per mensem + U.A. Rs.60/- per year.	
Matrons Rs.200-10-300 + R.A. of Rs.40/- per mensem + U.A. Rs.75/- per annum.	
(2) All the nurses in the State may be treated as one unit and promotions and transfers effected accordingly by one authority.	Reserved for consideration separately.
Though a hard and fast rule cannot be laid down, eight beds to one nurse would be an ideal to be kept in view and that an eight hours day should be provided as far as possible, with one whole day off on week days and half a day on Sunday.	As stated by the Committee, this is only an ideal to be kept in view. As regards day off for the present only half a day off on Sunday is accepted.
Facilities should be provided as far as possible for the nurses to attend to their religious duties on obligatory days.	May be allowed at the discretion of the head of the hospital.

36

Recommendations of the Committee.	Orders of Government.
IV. Whether the relatives of nurses be allowed to live with them in official quarters. It was resolved that when quarters are provided, the nurses will be allowed to live with their relatives - women only - not exceeding two in number, and that such of the married nurses who desire to live with their husbands may live outside.	The recommendation of the Committee is accepted subject to the condition that married nurses who desire to live outside with their husbands will not be entitled to any house rent allowances.
V. Provision of certain amenities to nurses. Resolved that	
(a) A club may be started in a suitable place for providing the nurses with certain recreations.	(a) Accepted.
(b) Nurses be given free medical treatment.	(b) -do-
& (c) when quarters are not provided for them suitable house rent allowances should invariably be given.	(c) Accepted on principle. But each case will be considered on merits.
VI. Grant of maternity leave to nurses.	This does not arise as ~~stated by the committee in view~~ per reference of Government Order of 19th August 1943.
VII. Appointment of night Superintendents. The Committee resolved that while it is strongly in favour of these appointments, in the Victoria Hospital which may be sanctioned immediately, similar proposals for the other major medical institutions i.e., the Vani Vilas and the Cheluvamba hospitals may also be favourably considered.	Two night Superintendents in the grade Rs.125-5-150 with ration and uniform allowances of Rs.25/- ~~each~~ are sanctioned to ~~the~~ Victoria ~~Hospital, Bangalore~~ and the Vani Vilas ~~Hospital,~~ Bangalore, and one to the Cheluvamba Hospital, Mysore each of the two hospitals The extra average cost on this account comes to Rs.843 3/4 per mensem or Rs.10125/- per year and will be provided in the budget for 1945-46 ~~next year~~.
The Committee further felt that it was absolutely necessary to appoint at least two nursing Sisters and one Sister tutor on Rs.125-5-150 in the two teaching hospitals.	The Senior Surgeon is requested to submit detailed proposals in the matter separately.

Government are pleased to place on record their appreciation of the work done by the committee.

Secretary to Government,
Education Department.

The Senior Surgeon in Mysore.
" Chief Medical Officer, Women's Hospitals in Mysore
" Comptroller to Govt., through the Financial Department.

Record of Cases submitted for the Orders of His Highness the Maharaja.

Subject.

Action proposed to be taken on the Report of the Committee constituted to examine the conditions of the Nursing Services in the State Hospitals.

8/8

Order.

21/5/45

3781

38

General and Revenue Secretariat.

SUBJECT:—

Action proposed to be taken on the Report of the Committee constituted to examine the conditions of the Nursing Services in the State Hospitals.

(*)

14. All urgent or confidential files returned with His Highness' orders may, in the absence of instructions or indications to the contrary, be ordinarily circulated to the Ministers for perusal after the issue of orders.

16. The Secretaries concerned should see that orders in the cases referred to above are issued at once and that the files are returned immediately after, to the Chief Secretary for circulation to the Ministers.

17. In all other cases, the files will first be circulated to the Ministers at Headquarters and then sent to the Secretariat concerned for the issue of orders.

Circulated to Council of Ministers for perusal of His Highness' orders before/after issue of orders. (*Vide* Rules 14, 16 and 17 of the Subsidiary Rules of the Mysore Government Business Rules.) (*)

Chief Secretary to Government

21/5/45

Through the Secretary to Government,

Education Department.

21/5

Minister for Revenue ~~and Law~~.

Minister for ~~Public Works and Industries~~.

Minister for ~~Local Self Govt~~. and Public Health.

Minister for ~~Food and Civil Supplies~~.

NOTE.—Contn. sheet

WD 02270—GBP—500—3-4-45

Report of Nurses Committee. 35-39)

3701

To the S.S.
the C.Ho.
the Comptr. to Govt thro F.D.

G.O.No. 10749-51/Med 178-42-16/8 1/6/45

Passes orders on the report of Nurses Committee.

File linked with L.C. Question No 60. & returned today

C.B. for circulation

Stokes
10/7
W.

(C-73)

MDZ
10/7

W

P.T.O

C. F. 74.]

40

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Sulid with file. The no 29 will be included in the Report if approved.

This for consideration if para 2 of the G.O needs correction) does not need any correction

Sd/- 1/6/25 number 29. may be in bracket in the blanks space kept in the Report

JV.

Edu. Dept) 3/6 3/6

Please revise the draft correction (29) in all the copies of the report — 2 Dmn

1/6

41)

Recommendations of the Committee Plan

Subject:- Training of Nurses

That the period of training may be 4 years.

There is such a dearth of nurses that this order cannot be complied. It may be tried as an experiment for some time and if the quality of course the material is not up to the standard hereby prescribed. Omit.

Minimum qualification to be limited to IV Form Standard

Each candidate to be admitted on 3 months' trial

Rehan is not NSB 9/3/1

suggestion of a general Govt examination may be then compared to Form Standard. Vernacular Govt. qualification at least a certificate of IV Form course may be insisted upon. NSB 9/3/1 I.G. 14.3.45

In view of the necessity of the examination prescribed above in 4 years' course there would be necessary. Each term of this period may be held at the beginning of the course and not at the end of it. Stipends during training and may be discontinued to those who are inefficient or unsuitable. It is not likely that many students will have acquired such knowledge while training. NSB 9/3/1

It may be noted that any student can be sent away at any time. No one is kept

Recommendations of the Committee	Remarks of Senior Surgeon as Head of Dept.	Office
Subject:- Training of Nurses.	S. S. agrees	
That the period of training may be 4 years.		Govt. have a Flag Y. Re
Minimum qualification to be limited to IV Form Standard	— do —	a completed seen present Flag H. Publ proposed a This is for a
Each candidate to be admitted on 3 months' trial	— do —	This is a. ne aders. This p examination a qualifying that Jail la

41)

Notes of Assistant Secretary

Orders.

No further Action is necessary. 9/3/27

There is such a dearth of nurses that this lower qualification should be accepted. It may be tried as an experiment for some time and if the quality of the material is not found satisfactory the standard may be restored.

It was only in the case of Madras that Govt. in their order of 10th Feb 1926, desired that the minimum qualification for admission to a Composite course should be a Composite course and if the qualifying certificate course are material is not found satisfactory the standard may be restored.

The S.S. & C. Comm. has agreeing with the suggestion of the S.S. This is the general Govt. qualification prescribed for this course in Madras. It is not known why it is now further proposed to be reduced to IV Form Standard. This appears to be very low. If any reduction in the general Govt. qualification is considered nec., at least a certificate of having completed V Form course may be insisted upon.

Orders passed as proposed.

9/3/27

Dr. C. 14.3.27

Information has to be obtained whether this period of probation is in addition to the 4 years' course of training prescribed for nurses, whether examinations & the Candidates have to be paid stipends during this period of training, viz they are not selected finally after an entrance exn at the end of this period and marks. whether the stipends if any granted and are recovered viz to how

In view of the reduced qualification prescribed above the course of training prescribed per nurses, whether examinations are necessary. Can they be held at the beginning of the course period & the candidates selected finally after an entrance exn at the end of this period and marks. whether the stipends if any granted and are recovered viz to how

It is not likely that mistresses & matrons of any Student will have acquired knowledge with Examining &

9/3/27

If they are unsuitable can be sent away at any time. Mean...

No	Recommendation of committee	Remarks of Secy Supply & Dept as Head of Dept	Office
6.	The agreement of service to be for 1 year's service. If a nurse fails to serve for 1 year she should refund the stipend amount in full.	S. S. agrees.	at present service for has grown benign sen stipulated reduction service fo amount.
	She need do be Rs 30 for 4 years.	- do -	This is for at the pres the orders a the Scale is

The Committee may be sanctioned [illegible]

Notes of Assistant Secretary orders.

I agree with the proposal
The period of agreement now fixed for the period of
of certain temporary 3 years agreement may be reduced
seems to be very small. to 3 years

In view of the demand for existing facilities may
this class of persons elsewhere also be used not be
and the fairly tempting terms loaded for the present
a lucrative post may be offered as otherwise it may
interest, it seems desirable lead to a serious de-
to fix the period of agreement pletion of the nursing
at 3 years at least, after staff
the completion of the course.

~~to enable trained Nurses~~
~~Nurse Stipendiary Scholarship may~~

NKD
9/3/45
I.G.
15.3.45

be bound for 5 years. Of practically all nursing nurses who in before the period a proportionate to the extent of the Scholarship

keeping the Stipend on Local Funds

at Rs 25 p.m.

Prior to Feb 1944. the scale of stipend was Rs 30- per mensem the scale pay of the III Grade Nurse was 25-1-40. Perhaps it was considered that the stipend to be given during the period of training should not be more than the minimum pay to be given after appointment as regular nurse. The minimum pay of the III Grade Nurse is now fixed at Rs 30-1-40.

The Committee has recommended a pay of Rs 30-½-50 to the III Grade Nurses. But the S.S. Major is of opinion that the pay of this class of nurse may remain at Rs 30-1-40 as it is at present.

In view of this it does not seem easy to enhance the stipend of Rs 30/- as it will be desirable & reasonable also to have a margin between stipend & actual pay after

while Rs 25 p.m. may normally it is very necessary to hold out some special advantages to girls to take to nursing under the present abnormal conditions. I would therefore propose Rs 25 p.m. for 2 years while and Rs 28 p.m. after satisfactorily completing of 2 years training. This is very necessary in view of the long course of 4 years and practical and will have an added good effect in stimulating recruitment among the candidates.

NKD
9/3/45

BJ
10/3

recommendation
as it is
ion and this
agreement
ion.

15.3.45

S.No	Recommendations of Committee	Remarks of Senior Surgeon as Head of Dept.	
6.	Pupil nurses Scholarships to be abolished and Merged	S.S. agrees	Under is only of Subs been Rule
7.	If boarding and lodging can be arranged it is suggested that Rs 25 may be deducted for boarding expenses and Rs 5 given as pocket money	—do—	Specific to be ca
	Exemption to probationary nurses from lighting water and Scavenging charges.	— do —	
	Scholarships to be given to Qualified nurses for higher training abroad.	— do —	There is no al-presently agreed to of nurses the enter

3) 43)

Notes of Assistant Secy. Offrs.

In recent orders there
are some and the practice
of trained nurses has
to be continued. Hly H.
1.

no action req. CSO
MOS 9/3/65 H.C.
15.3.65

proposals have perhaps
been put in the matter

The principle of providing orders on this basis
boarding & lodging allce can be passed expe-
accepted & what amount ditiously after details
has to be deducted out of proposals are rec'd. and
the stipend can be determined CSO ASO
only after it is seen what 9/3/65
the Hl. implications are, Mr. Bs
may be asked to submit proposals
separately in the matter.
MOS H.C.
15.3.65
may be agreed to
MOS ASO
9/3/65 H.C.
15.3.65

recommend - for this
Directly Govt have
to further training
to Delhi hearing
[illegible]

The principle may be
accepted & each case
has to be considered
on merits, according to
the exact circumstances
obtaining at the time
with regd to Hl. resources.
MOS

A most wholesome
recommendation which
may be accepted.
Proposals & implic-
ations this may be
called for from
DrS & CSO.
It would also obviate
the necessity we are now
under of sanctioning
ad hoc stipends
Nursing staff - Maternity
H.C.
15.3.65 ASO 9/3/65

Assistant Secretary's note

This is not one of the Suggestions made by the Committee, & it is not suggested by the S.S. If no fees are levied from private candidates there may be a reason for abolition. However in view of the SS's recommendation this may be accepted for a period of two years & the results watched.

The SS's recommendation may be accepted

19.2.65

The present suggestion of the Committee may be accepted, as the restriction of removing names from section in case of necessary assignment, applies to these cases.

Agree CdO 9/3

19.3.65

No Recommended alms

Remarks of Senior Surgeons Head of Dept

Offic

b.

The S.S. has suggested that to encourage girls to take to the nursing profession Rule 9 may be omitted and a security deposit of £20 may be taken from the female Candidates as a precaution against theft breakages etc

Under
Candidat
fee of £5
amount
given
from fe
of £20
possible
in hum
been pr

11 Subject: Employment of married Nurses.

It is suggested that widows and married women who have left their husbands may be employed as Nurses.

S. S. agrees

Govt hum
matter
modifie

No	Recommended items	Remarks of Senior Surgeon	Opp
II	Subject Scale of pay of Nurses etc		
	The following grades are recommended.		
(1)	Staff nurses: — First grade Rs 80-5/2-100 Second grade Rs 55-5/2-75 Third grade Rs 35-3/2-50 } RA Rs 20 p.m. & HA. Rs 4 p.m.	The third grade of nurses has been raised to Rs 30-1-40. As a via media the second and first grades are proposed to be modified to Rs 45-5/2-65 and Rs 70-5/2-100.	The S.S. modified Rs 12-8-0 proposed
(2)	Sisters. Rs 125-5-150 RA+HA. Rs 30+5 p.m.	S.S. agrees	(2) Supervising gr Rs 100-5-1 Assistant- si in scale and HA Rs
(3)	Matrons Rs 200-10-300 RA Rs 150 p.m. HA Rs 75 p.m.	S.S. agrees	(3) Nursing Sup are in grad Rs 22/8. Nursing Sup grade Nursing Sup
			The grades in all hos Make them grades of a Sisters an are hence perhaps u uniform

Orders

Note of Asstt Secretary

Orders

The proposal does not seem to be very extravagant & may have to be considered. But

~~It~~ On view of instructions issued by the Bengal Govt to take up for consideration any revision proposals unless specifically ordered by the ministers in charge of the Depts, these proposals may be taken up separately

Same representations in the grades appear necessary. But the matter can only be disposed of after considering the financial implications. If appeals and separate proposals as proposed will be taken from the Ds.

Ads
Asst

I agree

B
10/3

& ~~exd~~. of appd. after obtaining a supplementary statement.. ~~The~~ according to ~~the~~ scales of pay suggested by the SS.

MG

The question may with the scales of pay as recommended by the Committee may be put with a proposition that increments may be given for put up orders.

Sd.
14.3.48

... are
... Rs 60-5/3-90
... Rs 40-5/2-60
... Rs 30-1-40

... has not suggested any ... in the R.A and U.A of ... paid to Nurses. The ... are for orders.

... Sisters in K.R Hospital ... -200 and Health Sister ... 25 plus R.A and U.A. Rs 22/8 p.m. ... Matron in Victoria Hospital ... Rs 100-5-125 plus R.A ... 22/8 p.m. for orders.

... in K.R and Victoria Hospitals ... Rs 150-10-250 plus R.A & U.A

... V.V. Hospital is in ... Rs 100-10-150 plus R.A & U.A Rs 22/8

... Chelvamba Hospital ... Rs 100-5-125 plus R.A & U.A Rs 22/8.

... Nurses are now uniform ... and it is easy to ... and promotion. The ... Matron, Matron ... Nursing Superintendents ... different and may ... examined and made

46

No	Recommendations	Remarks of Senr Inspectress Head of Dept	Office
(4)	all the nurses in the State to be treated as one unit for purposes of transfers and promotions. para 25 report.	S.S. proposes that he should be the unit officer for effecting promotions and transfers.	So this ring the women's the from nurses made on each
(5)	no of beds allotted to nurses and working hours. The Committee did not lay down any rule but stated that the ideal to be kept in views should be 8 beds to one nurse. They propose a 8 hour working day with 1 full day off on week days and half a day on Sundays.	S.S. states that till quite a large no of nurses become available for employment this will be only an ideal to be kept in views. S.S. has made no remarks (and perhaps agrees)	no rec no remar
(6)	Facilities to nurses to attend religious duties	— do —	no remar

Note of assistant dresser Aden

are two heads of departments
S. and the C.M.O.
Hospitals in Aden.
Their transfers etc
to have perhaps be
consultation with
their

The Civil opinion may be obtained on this suggestion of the S.S. then we shall see the unit officer for effecting permanent transfers of these nurses.

maybe dealt with separately after consultation with the Civil opinion

Adn
19.3.65

For the present, this suggestion seems to be an impracticable one

Regarding the number of beds, the committee reason maybe accepted as an ideal to be kept in view.

This suggestion cannot be accepted for the present as no hard and fast rule need be laid down regarding the number of nurses to be employed in a hospital. The number depends on the number of beds, the class of patients, the nature of the diseases and many other factors.

The cost also will be very heavy. What exactly will be the extra cost will not also known - maybe considered

will be liable to sudden demands etc. Moreover maybe in convenient. Relieving personal for the persons to stand by may be

Adn
19.3.65

This could be may be allowed by the Head of the hospitals - subject to the Civil Surgeon's concurrence

maybe allowed subject to the discretion of the Head of the hospital.

Adn
19.3.65

The work at the hospital

	Recommendations	Remarks of Senior Surgeon	Offer
IV	Subject		
1)	Whether relatives can live with Nurses in official quarters.		
	Nurses shall live with relatives women only not exceeding 2 and Married nurses who desire to live with their husbands may live outside.	S.S. agrees and states that the rule should be enforced. and that Married nurses who desire to live with their husbands may live outside and will not be eligible for house rent.	He suggest accepte instruc accor
V	Provision of certain amenities to Nursing Staff such as recreation		
(1)	Club and Library	S.S. agrees. A club, a reading room and a badminton court are suggested.	The sugges and pro introdu in the S
(2)	Nurses to get free medical treatment.	S.S. agrees that free treatment should be given as is generally the rule in all institutions in India and abroad.	This is concu accor
(3)	When not provided with quarters suitable house rent should be given	S.S. agrees and suggests a suitable house rent being given to them as a general rule where free quarters are not provided	—do

Note	Notes of Assistant Secretary	Orders	

The suggestion of the Committee may be accepted subject to the modification proposed by Mr Cobb that married nurses when they live outside the hospital premises are not entitled to any house rent allowance.

NAB 9/3/65

S.G. 19.3.65

may perhaps be ... ly and ... be joined ...

Mr Cobb may be accepted ... called for ... these facilities ... institutions.

Mr may be done

Cobb 9/3/65

S.G. 19.3.65

... already ... and may be ...

— do —

Cobb 9/3/65

S.G. 19.3.65

Mrs ... being generally Conceded. may be accepted

may be accepted in principle and proposals about etc called for

Grants &c Cobb

Cobb

Yes Each Case to be considered on merits

S.G. 19.3.65

page

	Recommendations	Remarks of Secretary Surgeon as Head of Dept	
	Subject:-		
VI	Grant of Maternity leave to Nurses	no remarks	This was 19.6.

VII. Other Subjects.

appointment of night-Superintendents to Victoria Hospital Bloe

1	The Committee is strongly in favour of these appointments being made in the Victoria Hospital immediately	S. S. States that this question is pressing for a long time and deserves immediate consideration	Refer to 1 and 2 was R The BD these a appo for th
2	Similar proposals for the V.V. Hospital and the Chelmsford Hospitals are also recommended to be considered	S.S. suggests appointment of night-Superintendents to the V.V. & Chelmsford Hospitals being also considered Separately.	Propos from th of 3 Po 12 vide

…ice Notes | Notes of Assistant Secretary | Orders

…was not discussed as it …ered by the G.O. dated …43 May 3.

This question does not arise as nurses when they become pregnant, they should resign as per … of the manual of the medical Dept. — M.O.? 28/…

… 9/… 4.4

…limited to linked files … which the proposal …eferred to the Committee … of Visitors have also urged …ointments. Two such …ntments have been sanctioned … Hospital

This proposal is pending before Govt. from long time. The matter was referred to the Committee. The Committee has now supported the proposal of the S.G., & the proposal is to sanction two night Superintendents in grade 125-5-150 with a ration & uniform allce. of Rs 25/- p.m. This may be … the next provision ordered were made in the next year's budget

(From 1st June 45)

Extract may be taken into connected file

…l have been received …C.M.O. for appointment … night Superintendents on …-5-200 + 22$\frac{1}{2}$ RA + UA … linked file

For the same reasons the proposal of the C.M.O. may be …d. Two for the V. V. Hospital & one for the Chilavanko… Hospital … separately for the hospitals … may be sanctioned in F. Y.… M.O. 28/… 1…

M.O. 28/… Orders passed separately. 2 night Supts. for the V.V. & 2 for the Victoria Hospital on Rs 125-5-150 plus 25 allce. may be sanctioned … 9/…

R/n Recommendations

Remarks of Senior Surgeon as Head of Deptt.

3. Recommend appointment of 2 nursing Sisters and one Sister tutor on Rs 125-5-150 to the two teaching institutions

S.S. agrees

The C. M
the appl
this nee
V. V.
Hospitn
Id i' n
the prop
to this
They h
kinds
night-d
Mus
Sisters

Revised Statement
solved as per instructions
Skkh
22/2/45.

9

49

Notes

Notes of Asstt Secretary

Orders

has also asked for
tments referred to in
ndation. For the
and the Chelavamba

is clear whether
ords in 1 and 3 are
ended as separate
ion to 3 different
appointments or
ppointments of
Sisters.

Subject

From the S's letter
dy 10-2-44 it is clear
from the A.R. of
Victoria Hospitals
are teaching institutions
for nurses. & the
need for the Appoint-
ment 2 nursing Sisters
& one Sister Tutor in
each of these two institutions
is greater than in the
Chelavamba & V. V. Hospitals
Perhaps, ~~the proposal~~
~~of the Committee may~~
~~be adopted with the modification~~
~~that~~ for the present
only one nursing Sister
& one Sister Tutor in grade
Rs 125-5-150. may be
~~sd~~ for each of the
two teaching hospitals.

MR
28/3

Medical Officers are of opinion that a case for the appointment. The case may be dealt with favourably after obtaining further details from the DHS & CMO

ADD
9/3/45

B

A.S.
13.3.45

Enclosure to Letter No. 3573 LC

Resolutions passed at a meeting of the Legislative Council held on 14th December 1942.

(D) 16.12.42 from Secretary LC

---

(1) This Council recommends to the Government of His Highness the Maharaja that - Harijans be allowed to enter Muzrai Hindu Temples in Mysore and Bangalore Cities.

Mover - Mr. A.K. Jayamuthu Raju

(In favour 23 Against 21)

(2) This Council recommends to the Government of His Highness the Maharaja that, with a view to removing various anomalies existing at present in the Nursing staff employed in Government Hospitals and with a view to bringing about uniformity of services and a more efficient and - equitable arrangement, the Government be pleased to appoint a committee to enquire into the whole question and make early recommendations.

2930 B 17.12 Med

Mover - Mr. W.H. Theobald

(In favour 23 Against 21)

BMR 16.12.42

-G.9060-1/Genl 1 Med 178-42

9/2/43.

To The SS
CMO

Sir/Madam

In forwarding herewith a copy of the resolution passed at the meeting of the I.C. on 14.12.42 ~~on the~~ regarding the appointment of a Committee to enquire into the question of certain anomalies existing at present, in respect of the nursing staff of hospitals

I am directed request you to furnish if any, your proposals in the light of the discussions on the subject at the I.C. meeting available in this Branch proceedings.

I have etc

Hd Asstt for Secy to Govt.

30/1

30/1

C. F. No. 46]

Med 178-42-[illegible]

GOVERNMENT OF MYSORE

4697 Jus

Tele gram / phone

OFFICE OF

No. C-1119-1
Encls. —

med

the Chief Medical Officer,
Women's Hospitals in Mysore,
Bangalore.

Date 15-2-1943

To

GEN. & REV. SECTT
15 FEB 1943
GEN. Bangalore

The Secretary to Government of
His Highness the Maharaja of Mysore,
Law Department, Bangalore.

Sir,

With reference to your letter No.G.9060-1/Med.178-42-1 dated 5-2-1943, regarding the appointment of a Committee to enquire into the question of certain anamalies existing, at present, in respect of the Nursing staff of the Hospitals, I have the honour to state that for the present, a Board consisting of the marginally noted Officers may be constituted to consider the question and to forward draft proposals. After the receipt of this, Government may appoint to consider this aspect a Committee consisting of the marginally noted Officers with two other private individuals who may be interested in the

1. The Senior Surgeon
2. The Chief Medical Officer
3. The Medical Officer, Krishnarajendra Hospital, Mysore
4. -do- Victoria Hospital, Bangalore
5. -do- Cheluvamba Hospl., Mysore.

matter, so that they may also express their views.

I have the honour to be,
Sir,
Your most obedient servant,

Chief Medical Officer.

C. F. No. 45]

Med 178-42-4 5493 Jw

GOVERNMENT OF MYSORE

Med

Telegram
phone

OFFICE OF

No. Fc.392-1 Encls

24/3/43 Medical

The Senior Surgeon in Mysore

Bangalore.

Date 23.3.43.

To

The Secretary to the Government of

His Highness the Maharaja of Mysore,

Law Department, Bangalore.

Sir,

Sub: Appointment of a Committee to enquire into certain anomalies existing at present in respect of the nursing staff of Hospitals.

With reference to your letter No.G.9960-1/Med.178-42-3 dated the 5th February 1943 on the above subject, I have the honour to state that the several points mentioned during the meeting of the Legislative Council on 14th December 1942 are:-

1) that the Senior Surgeon has no power to interfere with the internal administration of four major hospitals, viz., Victoria, Krishnarajendra, Vani Vilas and Cheluvamba Hospitals;

2) that there is no uniformity of standards of training and examinations;

3) that nurses passing out in one institution are confined to tnat institution, and not allowed to serve in sist institutions;

4) that junior nurses in one hospital get higher pay than many senior nurses in other hospitals. Senior Surgeon is not able to interfere in these arrangements;

5) that two sisters were appointed in the Krishnarajendra Hospital, on much higher pay;

6) that the number of nurses in the State Hospitals are far short of requirements;

7) that the average number of working hours are very long in the Krishnarajendra Hospital i.e., one full month's night duty at a stretch;

8) that the residential quarters for nurses are very poor, no recreation, no club and no library;

9) that married nurses are forced to resign in pregnancies;

10) that the pay of nurses is much less than in British India.

During my reply to the discussions, I made it clear that most of the complaints have either no foundation or made on incorrect information. I also mentioned that the questions of providing better training and granting higher pay are under consideration of Government. Inspite of the assurances given by the Minister for Local Self Government and Public Health Departments and by me, the Government were aware of the situation and was adopted the motion was pressed to be pursued

We have been showing great leniency to nurses in several matters amongst which may be mentioned:

1) permitting them to allow their relatives to live with them in rooms which are intended for their own accommodation;

2) employment of married women nurses and the

3) grant of maternity leave which is a serious handicap to the nursing efficiency of hospitals.

I am, therefore, of opinion that these and other allied subjects may be discussed by a Committee. I accordingly recommend the appointment of a Committee consisting of the following:-

NON-OFFICIAL:-

1. Mr.W.H. Theobald, Member, Mysore Legislative Council.
2. A lady Member of the Legislative Council ar Representative Assembly.
3. The Medical Officer, St.Martha's Hospital, Bangalore.

OFFICIAL:-

1. The Director of Public Health.
2. The Chief Medical Officer, Women's Hospitals in Mysore.
3. The Public Service Commissioner.
4. The Senior Surgeon.

I have the honour to be,
Sir,
Your most obedient servant,

Senior Surgeon.
BM

sv.

WILLIAM. H. THEOBALD, M.A.M.T., A.S.C.,
Hon. } LEGISLATIVE COUNCIL, MUNICIPAL COUNCIL,
" } ASSOCIATED TRADES, ETC.
President: M.C.F.C., HON. SECY., A. I. & D. E. ASSN.
Director: CITY CO-OPERATIVE BANK LTD. ETC.

"Warringston"
BANGALORE - NILGIRI ROAD.

5805

MYSORE (S. INDIA) 2nd. April 1943.

OFFICE OF THE DIRECTOR
P.H.L.S. & S.P.H.
Date 6.4.43
No. P.760

In regard to the proposal that you will be pleased to appoint a Committee to go into the Purdah question as recommended by the Legislative Council at its last sessions, I wish to suggest the following names to the Committee for your kind consideration:-

1. The Chief Lady Medical Officer. (Convener)
2. The Senior Surgeon.
3. The Medical Officer - Victoria Hospital Bangalore.
4. The Nursing Superintendent - Vani Vilas Hospital Bangalore.
5. The Medical Officer - Chelumbavilas Hospital Mysore.
6. The Nursing Superintendent - Lady Curzon Hospital Bangalore.
7. Dr. Bowring - Kolar Gold Fields.
8. Dr. Royan - Member Legislative Council.
9. Mrs. Naranna. Member Legislative Council
10. Mr. W.H. Theobald- Member Legislative Council.
11. Sister M.T. Gordon. Krishnarajendra Hospital Mysore.

I have framed the above panel of names after careful consideration, thinking in view that the majority of members should be of the medical profession and ladies predominating, as it is a women's question. For the Chairman I suggest that the Chief Lady Medical Officer be the

Thanking you,

Yours sincerely,

W. H. Theobald
M.L.C.

GEN. & REV. SECTT
APRIL 1943
GEN

Rajasevasakta Rao. P.A.,I.I.B.
Director of Health

-1/ MCA 178-42-5

S.S G/1885 & 12/4/43.

Sir,

With refce to your letter No G.C 392-1 d 23.3.43 re formation of a committee to go into certain anomalies in the nursing staff of hospitals, I am directed to state that Govt consider that it is better to appoint a mixed committee in pursuance of the L.C. resolution No 12 passed during the last December Session. I am accordingly to request you to send a list of names of persons who may be appointed to the committee in consultation with the C.M.O. Women's Hospl in Mysore I have &c.

Sd/ 10/4 P.T.O

Sd/ 10/4 Secy to Govt

4/12886

Copy forwarded with C.M.O. [redacted]

in duplicate for information & necessary [redacted]

S.O. D

4
10/4/43

+ Lewis Levy

Sheet
7/4

Med 178-42-6 6170

C. F. No. 46]

GOVERNMENT OF MYSORE

Tele gram / phone

OFFICE OF

the Chief Medical Officer,
Women's Hospitals in Mysore,
Bangalore.

No. C 1119-4 med
Encls. 1

Date 22. 4. 43

To

The Secretary to Government of
His Highness the Maharaja of Mysore,
Law Department, Bangalore.

Sir,

With reference to your memo No.G.11886/Med.178-42-5 dated 12th April 1943 regarding appointment of a Committee to enquire into certain anomalies existing at present in respect of the Nursing staff of Hospitals, I have the honour to forward herewith a copy of my letter No. C.1119-4 dated 22-4-43 addressed to the Senior Surgeon in Mysore, Bangalore in the matter for favour of information.

I have the honour to be,
Sir,
Your most obedient servant,

Chief Medical Officer.

F. No. 46]

GOVERNMENT OF MYSORE

Tele gram / phone

OFFICE OF

the Chief Medical Officer,
Women's Hospitals in Mysore,
Bangalore.

No. C 1119/42
Encls.

Date 22.4.43

To

The Senior Surgeon
in Mysore, Bangalore.

Sir,

With reference to your letter No.G.C.392-3 dated 30-4-1943 regarding the appointment of a Committee to enquire into certain anomalies existing at present in respect of the Nursing staff of Hospitals, I have the honour to state that I would suggest the following ~~xxxxx~~ personnel to form the Committee.

Official. 1. The Senior Surgeon in Mysore, Bangalore
2. The Director of Public Health in Mysore
3. The Chief Medical Officer, Women's Hospitals in Mysore, Bangalore
4. The Medical Officer, Victoria Hospital
5. The Medical Officer, Cheluvamba Hospital.

Non-Official. 1. Mr. W.H.Theobald, Member, Legislative Council
2. Dr. M.Royan, -do- -do-
3. Sri Nagamma Srikantiah -do- -do-

I have the honour to be,
Sir,
Your most obedient servant,

Sd. M.C.Albuquerque.
Chief Medical Officer.

" Copy "

M.C.Albuquerque
Chief Medical Officer.

Med 178-42-7
6527

C. F. No. 45]

GOVERNMENT OF MYSORE

Telegram / phone

OFFICE OF
The Senior Surgeon in Mysore,
Bangalore.

No. Gc.392-5
Encls.

Date 8th May 1943.

To

The Secretary to the Government of
His Highness the Maharaja of Mysore,
Law Department, Bangalore.

Sir,

Sub: Appointment of a Committee to enquire into the anomalies existing in the Nursing Staff of Hospitals.

With reference to your letter No.G.11855/Med.178-42-5 dated the 12th April 1943 on the above subject, I have the honour to invite reference to my letter No. G.C.392-1 dated 22-3-1943 and to state that the proposal contained therein was for the fomation of a "mixed committee". I have, however, since consulted the Chief Medical Officer, Women's Hospitals in Mysore and in submitting herein enclosed a copy of her letter, wish to state that I do not see the need for the Medical Officers of Institutions to be on the Committee when the Chief Medical Officer, Women's Hospitals and the Senior Surgeon, conversant with departmental conditions are there to represent their interests. I also wish to bring it to the notice of the Government that there are quite a number of medical institutions --small and big-- maintained by various Missions in the State. They have been doing very useful work and have been a great support to Government in solving the needs of invalids in various parts of the State. The Chief Medical Officer, Women's Hospitals in Mysore omits their representation in the Committee, but I personally feel that their views will assist the deliberations on the subject that has to be dealt with. I accordingly suggest that at least one Medical Officer of the Mission Hospital may be included in this Committee, and on this occasion my choice falls on Dr.F.Noronha, M.B., B.Ch., D.P.H., and L.M., who is in charge of the St.Martha's Hospital, Bangalore--one of the oldest and largest Mission Hospitals and an institution which is recognised by the Government as a training centre for nurses. Dr. Noronha himself is one of the oldest practitioners in Bangalore, has had considerable experience in various theatres of War in the last War as an Officer in the Indian Medical Service, and has had since administrative experience of St.Martha's Hospital.

Finally, I recommend the appointment of a Committee as mentioned hereunder:-

Non-official:-

(1) Mr.W.H.Theobald, Member, Legislative Council.

(2) One of the Lady Members of the Legislative Council or Representative Assembly.

(3) Medical Officer, St.Martha's Hospital, Bangalore.

P.T.O.

Official:-

(1) The Director of Public Health in Mysore.
(2) The Chief Medical Officer, Women's Hospitals in Mysore.
(3) The Public Service Commissioner for Mysore.
(~~Member, Legislative Council~~).
(4) The Senior Surgeon in Mysore.
(Member, Legislative Council).

I have the honour to be,
Sir,
Your most obedient servant,

Senior Surgeon.

sv.

Copy of letter No.C.1119-4 dated the 22nd April 1943 from the Chief Medical Officer, Women's Hospitals in Mysore, Bangalore, to the Senior Surgeon in Mysore, Bangalore.

With reference to your letter No.C.C.392-3 dated the 20th April 1943 regarding the appointment of a Committee to enquire into certain anomalies existing at present in respect of the Nursing staff of Hospitals, I have the honour to state that I would suggest the following personnel to form the Committee:-

Official:-
1. The Senior Surgeon in Mysore, Bangalore.
2. The Director of Public Health in Mysore.
3. The Chief Medical Officer, Women's Hospitals in Mysore, Bangalore.
4. The Medical Officer, Victoria Hospital.
5. The Medical Officer, Cheluvamba Hospital.

Non-official.
1. Mr.W.H.Theobald, Member, Legislative Council.
2. Dr. M.Royan, " -do-
3. Sri Nagamma Srikantaiah -do-

'C o p y.'

Senior Surgeon.

Med 178/42-8 (2)

To

The S.S. G 14277 & 876/43.

Sir.

Committee to examine the question of nursing service

With reference to the correspondence ending with your letter no Eyc 392-5 dated 8.5.43 on the above subject, I am directed to request you kindly to suggest, in Consultation with the CMO Lromans Hospitals in Mysore ~~suitable~~ terms of reference & the ~~in~~ the ~~consideration~~ order of Inspector Committee, for the good

I have etc

2.16 Dy

Under Secy to Govt

P.T.O

Memo G 14278 /

Copy forwarded Mc to the Comm
Lionels Hotels in Mysore with ref to his letter no C 1119-B dated 22-2-46
and necessary action

N O

AR
2/6

4/6 Can seen & Sent

(M. No. 45]

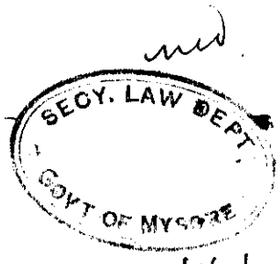
Med 467 gm

14

GOVERNMENT OF MYSORE

Tele gram / phone

No. Gc. 392-11
Encls.



OFFICE OF

The Senior Surgeon with the Government of Mysore,
Bangalore.

Date 23-7-43.

Med. 178-42-

To

The Secretary to the Government of
His Highness the Maharaja of Mysore,
Law Department, Bangalore.

Sir,

Sub.- Terms of reference for consideration by the proposed Committee to examine the question of nursing service.

- - -

With reference to your letter No.G.14277/Med.178-42-8 dated 8th June 1943 on the above subject, I have the honour to state that - the Chief Medical Officer, Women's Hospitals in Mysore, who was consulted in the matter has proposed ~~that~~ the following terms of reference.

1. To have all nurses in the State in one unit for recruitment, promotion etc.,
2. The question whether nurses be allowed to marry.
3. To regularise hours of work.
4. Allotment of number of patients to each nurse.
5. Abolition of two years' training and to have a uniform training.
6. Revision of the grades of pay.
7. Whether the relatives of nurses be allowed to live with them.

Nurses are now borne on one unit and there is no necessity to refer this point to the Committee. (Item No.1)

I am not in favour of the questions relating to the hours of work and allotment of patients to each nurse being referred to the Committee. These are purely administrative matters which could be dealt with by the Department.

I propose the following terms of reference for consideration by the Committee.-

1. Uniformity of standards of training of Nurses.
2. Question of employment of married nurses.
3. Revision of the scale of pay of nurses.
4. Whether the relatives of nurses may be allowed to live with them in the offical quarters.
5. Provision of certain amenities to the Nursing staff such as recreation, club and library.
6. Grant of maternity leave to nurses.

I have the honour to be,
Sir,
Your most obedient servant,

SENIOR SURGEON.

G. R. S. App. F VI—G 2]

15

SUBJECT .....

.....

.....

10

Diary No. of letter replied to .....

General and Revenue Secretariat

( )

the *193*

Date of issue 6/8/43 193

C

Signed by M. H. R. S.

May this be—

(i) printed ?

(ii) treated as a standing order ?

(iii) published in the Gazette, English Part ?

(iv) translated ?

(v) placed at the disposal of the press ?

(vi) published in the Gazette, Kannada Part ?

Section. Med

File No. 196-42

Serial No. 9

Proceedings of the Government of His Highness the Maharaja of Mysore.

Read— letter No. 3573 / L.C dt. 16 Decr. 1942 from the Secretary, R.A. & L.C forwarding copy of the following Resolution passed at the meeting of the L.C held on 14-12-1942 :-

"This Council recommends to the Govt. of H.H the Maharaja

Order thereon.—No.

that, with a view to removing various anomalies existing at present in the Nursing staff employed in Govt. Hospitals and with a view to bringing about uniformity of scales and a more efficient and equitable arrangement

Govt. be pleased to appoint a committee to enquire into the question and make any recommendations in correspondence ending with the No. G.O. 392-11 dt. 23-7-1948 from the Senior Surgeon with the Govt., suggesting a panel of persons who may constitute a committee for going into the question of nursing services in the Hospitals of the State and also proposing certain terms of reference for consideration of the Committee.

Order No. G. 1561-8

Lis

After a careful consideration of the matter, Govt. are pleased to appoint a committee with the following personnel :-

The Senior Surgeon with the Govt. (Chairman)

The Director of Public Health.

The Chief Medical Officer, Women's Hospitals in Mysore.

Mr. W. H. Theobald, M.A. M.D., M.Sc. M.R.C. Mysore.

Dr. T. C. M. Rogan, M.D., Bangalore.

Copied by

Examined by

WD 0564 —GPB—22,500—9-1-39

G. R. S. App. F. G. 3.

GENERAL AND REVENUE SECRETARIAT.

(*Continuation sheet draft form.*)

6. The Medical Officer, St. Martha's Hospital, Bangalore
7. Sri Nagamma Srikantiah M.L.C, Bangalore
8. The Medical Officer, Victoria Hospital, Bangalore

The Personal Assistant to the Surgeon will be the Secretary.

The following are the terms of reference for consideration by the Committee :-

1) Uniformity of standard of training of Nurses.
2) ~~Question of employment of married nurses.~~
3) Revision of the scale of pay of nurses.
4) Whether the relatives of nurses may be allowed to live with them in the Medical quarters.
5) Provision of certain amenities to the Nursing staff such as recreation club and library.
6) Grant of maternity leave to nurses.
7) (B) Appointment of Lady Lady Superintendent to the Victoria Hospital

The Committee is requested to go into the ~~whole~~ question of nursing services in the Hospitals as indicated above and investigate them carefully ~~and report~~ in all ~~its~~ bearings and make

WD 0565—GPB—22,500—8-11-38

on recommendation to Government

on early date. ~~The Director~~

Surgeon 2
a Committee is also requested

~~to~~ the proposal for appointment of two Night Superintendents on Rs. 125-5-150 with free and uniform ~~with~~ allowance and be of Rs. 25/- p.m.

(Limited file)

1 The Victoria Hospital, Bangalore.

Encl 6
3-

25.5.57 Secretary to Govt.,
Law Dept.

The Senior Surgeon.
a Director of Pub. Health.
Ch. Med. Officer, Women's Hospitals.
Dr. W. H. Theobald, M.R.C. Mysore.
Dr. P.C.M. Royan, M.D. Bangalore
The Medical Officer, St. Martha's Hospital, Bangalore
Sri Nagamma Srikantiah, B.A.B.L. Bangalore
Medical Officer, Victoria Hospital, Bangalore

Ref. 178-43-2500-Jm

MYSORE MEDICAL DEPARTMENT

Miss C. ALBUQUERQUE,
M.R.C.S., M.R.C.O.G. (Eng.)

OFFICE OF THE CHIEF MEDICAL OFFICER,
WOMEN'S HOSPITALS IN MYSORE,

D. O. No. C 1119-12.

Enc.

Bangalore dated 1.11.1943.

GEN. & REV. SECTT
2 - NOV 1943
GEN. BRANCH.

Dear Mr. Narayanaswamy Naidu,

Adverting to Government Order No. P.1561-8/Med. 281-43-9 dated 6-8-1943 appointing a Committee with the following personel for going into the question of Nursing Services in the hospitals in the State and also proposing certain terms of reference for consideration by the Committee, I write to state that the question relates to women and the women members appointed to serve on the Committee are only two as against 6 men members. I think, at least one more women member should be on the Committee.

Further, the six terms of reference for consideration noted therein do not cover all the points to remove the various anomalies existing at present in the Nursing Staff and the subsidiary questions that may arise should also be considered.

I request you, therefore, kindly to accord sanction of Government to co-opt one more women member - Dr. M.H. Gillespie, Medical Officer, Holdsworth Memorial Hospital, Mysore to serve on the Committee and to allow and discuss any other subsidiary question that may arise out of the terms of reference.

As the next meeting is on the 6th instant, I request the favour of an early reply.

Yours sincerely,

C. Albuquerque

To Narayanswamy Naidu, Esq., B.A., B.L.,
Secretary to Government,
Law Department,
Bangalore.

P.T.

1. The Senior Surgeon with the Government of Mysore (Chairman)
2. The Director of Public Health in Mysore
3. The Chief Medical Officer, Women's Hospitals in Mysore
4. Dr. [illegible].Theobald,M.A.M.T.,A.S.O.,Mysore
5. Dr.T.S.N.Moyan,M.D.,Bangalore
6. The Medical Officer,St. Martha's Hospital, Bangalore
7. Smt Narsamma Srikantiah, Member, Legislative Council,Bangalore
8. The Medical Officer, Victoria Hospital, Bangalore.

The Personal Assistant to the Senior Surgeon will be the Secretary.

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a 2/15

To the C.G.M.O

G 5388 & 24/11/43 (a)

Med. 178-42-11

Madam, Subject: Committee to examine the question of nursing services

With reference to your d.o letter No. C/1119-12 dated 1.11.43 on the above subject, I am directed to convey the approval of Govt to your proposal that any other subsidiary question arising out of the terms of reference to the committee may also be allowed and discussed

I have the

honour

to be

Madam

Your obedient servant

P.T.O.

Copy filed w.c. 45389/Cl/13 24/11/43 to all Senior Surgeons in Egypt
for circulation (with a copy of letter of C.-in-C. Middle East
also) and necessary action

X Handype

B.O.

for D.A.A.G.S.

Cairo
18/11/43.

G5385-9 24/11/43.
Red 78-42-12 21)

D/S:

W. H. Thobald Esq
Warrington, Church Road, Upton

Dear Sir,

subject: Committee to examine the question of Nursing Homes

With reference to your letter dated 2.11.43 addressed to the Minister L.S.S. & P.H. regarding the above subject, I am desired to inform you that the proposal that the Committee approved of any other subsidiary question arising out of the terms of reference to the Committee may also be allowed and discussed

Yours faithfully
[illegible]

P.T.O.

1,
18/11

G 5386/E/1 3 24/11/43

Copy faxed w.c to Chr S. S. in Nyasaland with a copy of Sir W.H. Theobald's letter dated 2.11.43 Please Refer to above for any Journals and necessary type action

[signature]

[signature]
for Lord Lee

CH/L
Date
18/11

asked for grant of further time
The report of the committee
Flag S and proceedings amounts
2+3 have not been signed &
perhaps necessary to return them
to get them signed by the S.S.
Draft
5/8/44. May need for Cabt
attested. by
at least two
Pres. Asst

Secretary
Copy 1
Please put at 5/8
Red-nib abstract
& Memorial together

MYSORE MEDICAL DEPARTMENT.

V. V. MONTEIRO. Esq.,
M.B.B.S., F.R.F.P.S. (Glas.),
L.D.S. (Eng.)

Telephone :—No. 2462.
Telegrams :—Senorgen.

OFFICE OF THE
SENIOR SURGEON IN MYSORE.

D. O. No. Cfe. 392-29

Bangalore, dated 2. 5. 1944.

Encl.

5794

Dear Sir,

Sub:- Report of the Committee on the question of Nursing services.

With reference to your letter No.8956/Med. 178-42-9 dated 27th April 1944 on the above subject, I write to inform that a final meeting of the Committee is proposed to be held shortly, after which, a report will be submitted to Government.

Yours sincerely,

V. V. Monteiro

To

Rao Bahadur M. Ayanaswami Naidu, Esqr., B.A., B.L.,
Personal Remembrancer and
Secretary to Government,
Medical Department,
Bangalore.

C. F. No. 45]

Med 178-42-13

GOVERNMENT OF MYSORE

Tele gram / phone

OFFICE OF

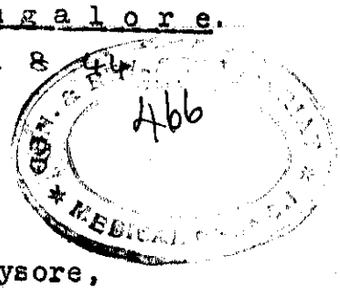
The Senior Surgeon with the Government of Mysore,

Bangalore.

No. Gr. 392-42

Five.

Date 2. 8. 44



To

The Secretary to the Government of

His Highness the Maharaja of Mysore,

Education Department, Bangalore.

for SECRETARY

8 AUG

Sir, Med

Sub.- Report - Nurses' Committee.

- - -

Adverting to the Government Order No.G.1561-8/Med.181-42-9 dated 6th August 1943 appointing a Committee to go into the question of Nursing Services in the State Hospitals, I have the honour to submit herewith, the report of the Committee for the consideration of Government.

As Sri. Nagamma Srikantiah did not attend even a single meeting of the Committee, the report was not sent for her signature.

The Chief Medical Officer, Women's Hospitals in Mysore, was not present at the last meeting of the Committee. When the report was sent for her signature on 13-6-1944 it was returned unsigned, with the suggestion that "the number of teaching institutions noted as two in the last para of the report, may be modified to four and the report sent for her signature". This addition was made at the last meeting with the consent of all members present.

She was informed that the only recognised training institutions for nurses are two - the Victoria and Krishnarajendra Hospitals and that the Vani Vilas and Cheluvamba Hospitals are training institutions for midwives, where the nurses are also sent for their training in midwifery, and therefore the question of the inclusion of these institutions as teaching institution does not arise. The last meeting of the Committee was held on 15-5-1944 when this decision was unanimously reached by the members present and the report was held up in circulation for nearly two months, she was requested to sign the report and to embody any suggestions she may have to offer in a separate note to be forwarded to Government. The Chief Medical Officer has again returned the report unsigned suggesting that her views may be got circulated to the members.

I do not consider that the absence of any member from a meeting entitles him or her to express a new opinion for circulation to all the other members. I am therefore forwarding the report with the copies of the correspondence that passed between the Chief Medical Officer, Women's Hospitals in Mysore, Bangalore and the Secretary of the Committee, for the consideration of Government.

I have the honour to be,
Sir,
Your most obedient servant,

Senior Surgeon
& Chairman, Nurses' Committee.

- - -

TVD.

Copy of letter No.C.1119-25 dated 16th June 1944 from the Chief Medical Officer, Women's Hospitals in Mysore, Bangalore to the Secretary, Nurses' Committee, Office of the Senior Surgeon in Mysore, Bangalore.

- - -

With reference to your letter No.G.C.392-32 dated 31-5-1944 enclosing for signature the final report of the Committee appointed to go into the question of Nursing Services in the State as approved at the meeting held on 15-5-1944, I write to observe that in the last para of the report it is stated "the Committee further feels that it is absolutely necessary to appoint at least two Nursing Sisters and one sister tutor on Rs.125-5-150 to the two teaching Hospitals."

This topic was not considered in the two meeting for which I was present and probably the same has been considered in the last meeting at which I was not present. The teaching institutions are four and not two. The Vani Vilas Hospital and Cheluvamba Hospital are also training institutions of both Nurses and Midwives in Midwifery which is a part of Sick-Nursing. As Nursing Sisters and Sister Tutors are absolutely necessary to these teaching institutions also, the number of teaching institutions noted as two may be modified as four and the report sent for my signature.

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Copy of letter No.G.C.392-40 dated 15-7-1944 from the Secretary, Nurses' Committee, Bangalore to the Chief Medical Officer, Women's Hospitals in Mysore, Bangalore.

- - -

With reference to your letter No.C.1119-25 dated the 16th June 1944 returning the Nurses' Committee report with certain observations I am directed to state that the only recognised training institutions for nurses in the State are the Krishnarajendra and the Victoria Hospitals. The Vani Vilas and the Cheluvamba Hospitals are training institutions for midwives, and the nurses under training are sent to these institutions for taking their training in midwifery. As such the question of including the other two institutions - mentioned by you - as teaching institutions does not arise.

I am forwarding the final report for your kind signature and early return.

The report may kindly be signed by you, any remarks that you may have to offer, being embodied in a separate note which will be forwarded to Government with the report.

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Copy of letter No.C.1119-27 dated 21-7-1944 from the Chief Medical Officer, Women's Hospitals in Mysore, Bangalore to the Secretary, Nurses' Committee, Bangalore.

- - -

With reference to your letter No.G.C.392-40 dated 15-7-1944, forwarding the final report of the Nurses' Committee for my signature I write to state again that the subject of appointing at least two Nursing Sisters and one sister tutor on Rs.125-5-150 to the Victoria and Krishnarajendra Hospitals was not considered in the two meetings for which I was present and has been considered in the last meeting at which I was not present. The Victoria and Krishnarajendra Hospitals are training centres for Sick-Nursing and the Vani Vilas Hospital and the Cheluvamba Hospital are training centres for Midwifery for probationary nurses and pupil midwives. As in the case of Victoria and Krishnarajendra Hospitals recognised as institutions for training nurses, the Vani Vilas and the Cheluvamba Hospitals are institutions recognised for training midwives as well as probationary nurses in midwifery. The latter two institutions also are of the same importance as that of the two former institutions.

It is therefore, necessary to appoint two Nursing Sisters and one Sister Tutor to the Vani Vilas and Cheluvamba Hospitals also. My views on the subject may kindly be arranged to be circulated to the members and the final report sent to me for signature afterwards.

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" COPIES "

Senior Surgeon

NURSES' COMMITTEE REPORT.

At a meeting of the Legislative Council held in Bangalore on the 14th December 1942, a resolution was passed regarding the appointment of a Committee to enquire into the question of certain anomolies existing in respect of the Nursing Staff of the Hospitals in the State. After a consideration of this question, Government were pleased to appoint a Committee in their Order No.G.1561-8/Med. 181-42-9 dated the 6th August 1943 (Annexure 1), consisting of the following members to go into this question in detail.

1. The Senior Surgeon in Mysore, Bangalore (Chairman)
2. The Director of Public Health in Mysore
3. The Chief Medical Officer, Women's Hospitals in Mysore, Bangalore
4. Mr.W.H. Theobald, M.A.M.T., A.S.C., Mysore
5. Dr. T.C.M. Royan, M.D., Bangalore
6. The Medical Officer, St. Martha's Hospital, Bangalore
7. Sri Nagamma Srikantiah, Member, Legislative Council, Bangalore
8. The Medical Officer, Victoria Hospital, Bangalore

The Personal Assistant to the Senior Surgeon will be the Secretary.

The following are the terms of reference for consideration by the Committee.-

1. Uniformity of standards of training of Nurses
2. Question of employment of married nurses
3. Revision of the scale of pay of nurses
4. Whether the relatives of nurses may be allowed to live with them in the official quarters.
5. Provision of certain amenetiès to the Nursing staff such as recreation, club and library.
6. Grant of maternity leave to nurses.

The Committee was requested to go into the question of the Nursing Services in the Hospitals as indicated above and investigate them and make suitable recommendations to Government. - Any other subsidiary questions arising out of the terms of references of the Committee were also permitted to be discussed and recommendations made.

Accordingly, the Committee held three meetings. At the first meeting (Annexure 2) items 1, 2, 4 and 6 of the terms of references were fully discussed and conclusions arrived at. As it was felt that information may be obtained from the neighbouring British Indian Provinces and Indian States about the grades of pay obtaining there and the hours of work of nurses, item No.3 was postponed for discussion to a second meeting. The Secretary was authorised to obtain and formulate the information for the second meeting, which was held on the 15th November 1943. At this meeting (Annexure 3), the information obtained on item No.3 was discussed at length, and certain decisions were arrived at. A third meeting was called for on 15th May 1944 to discuss any other subjects which the members wanted to bring up for discussion, and to formulate the final report for submission to Government.

During the meetings there was a free and frank discussions on all subjects, and all the decisions arrived at were unanimous. The lady non-official member of the Committee was absent at all the meetings, though the Committee felt that her views on the subjects would have been very welcome.

P.T.O.

The Committee submits herewith their unanimous report for the consideration of Government.

CHAIRMAN. 27.6.44

MEMBERS.- 1.

2.

3.

4.

5. 24/6/44

6. 4/7/44

7. 25.6.44

SECRETARY.

REPORT OF THE COMMITTEE.

(1) Uniformity of Standard of training of Nurses.-

At present there are two standards of training of nurses, in the Victoria and Krishnarajendra Hospitals.-

1. The Probationary Nurses who are trained in sick-nursing for a period of 3 years and in midwifery for 6 months. These get a stipend of Rs.30/- per mensem and

2. The Pupil Nurses who are trained for a period of only 2 years - one year in sick-nursing and one year in midwifery and who are given a stipend of Rs.15/- per mensem.

It was also explained that as the nurses who received training for a period of less than 3½ years were not recognised by other Governments and were also not registrable in any recognised Nursing Association in India, the following revised conditions of training had been recommended to Government for sanction.

a. Only Probationary Nurses will be recruited for training in future and the practice of selecting candidates as "pupil nurses" will be discontinued.

b. The course of training in the case of probationary nurses will be extended from 3½ to 4 years, of which three years shall be devoted for training in general sick-nursing and one year in midwifery (Gynaecology and Obstetrics).

c. The recruitment of male probationary nurses will be discontinued for the next two years.

d. The scale of stipend to probationary nurses will be Rs.25/- per mensem.

e. Married women will not be admitted for the training but widows may be admitted, preference being given to those without children.

f. As regards the minimum educational qualification for probationary nurses a completed secondary school leaving certificate course will be considered sufficient.

g. The stipends for the training should be granted only to Mysoreans by birth or domicile.

h. The candidates admitted for training should be not less than 18 years and not more than 25 years of age at the time of admission.

i. Private candidates may be admitted for the training and a fee of Rs.3/- per mensem may be levied from each candidate.

j. The training classes for the probationary nurses will hereafter be regularised admissions being restricted to a definite period in the year (June) to enable all the candidates to have a uniform course of lectures and training.

k. Probationary nurses (and pupil nurses now under training) will be allowed leave as noted below.-

1. Casual leave for 20 days in a year subject to the maximum of seven days at a time;
2. Sick leave with stipend for a period not exceeding three weeks at a time when they are really ill and undergo treatment in a Government Hospital.

After considerable discussion, the Committee unanimously resolved.-

1. that the period of training may be for 4 years - 3 years in sick-nursing and one year in midwifery,

2. that the minimum qualifications for admission to the course be limited to IV Form Standard,

3. that each selected candidate be admitted on three months trial, on the expiry of which period, if they fail to pass an entrance examination held by a Board consisting of the Medical Officer, the Lady Medical Officer and the Nursing Superintendent of the Hospital, their training may be terminated,

4. that the present practice of binding the State trained nurses to serve the Government for a period of five years is too long and may be reduced to only one year, the reason being that even during the period of training a probationary nurse renders service to the State which is more than compensated for the stipend she receives. If on qualifying she fails to serve Government for one year, she shall refund the stipend amount in full. It was further resolved that the existing contracts may be suitably modified with retrospective effect,

5. that a uniform stipend of Rs.30/- per mensem may be paid to these probationers for a period of four years,

6. that the existing pupil nurses scholarship of Rs.15/- may be abolished and the funds thus released be merged for the grant of scholarships to probationers. Thus there would be only one course for probationary nurses of four years and a total of 25 candidates could be trained every year,

7. that if arrangements could be made for their boarding and lodging in the Hospital premises, it is suggested that Rs.25/- may be deducted out of their stipend for boarding expenses, and the balance of Rs.5/- be given to them as pocket money,

8. that all probationary nurses be exempted from payment of lighting, water and scavenging charges during the course of their training,

9. that scholarships should be made available for giving post graduate training to qualified nurses to obtain training in special subjects in various schools of nursing in India and abroad.

It is understood that Government have passed orders in their order No.M.7197-9/Med.93-43-7 dated 10-2-1944 (Annexure 4) on the proposals made by the Department, but the Committee request that these may be suitably modified in view of the recommendations made above.

(2) Employment of married nurses.-

The present procedure of recruitment to the Nursing Services both married and unmarried candidates was discussed and it was pointed out that the Senior Surgeon was already in correspondence with the Government on the subject. The Chairman brought to the notice of the Committee that this subject was already covered by the issue of the Government Order No.G.2215-35/Med.50-43-1 dated 19th August 1943, where rules for the new entrants were laid down, and that this gave the Committee no choice for further discussion. It was however resolved "that widows and married women who have left their husbands may be employed as nurses".

(3) Revision of Scales of Pay of Nurses.-

It was brought to the notice of the Committee that prior to 1939 there were 20 different scales of pay in the several Hospitals, which were reduced to three scales i.e.

First Grade	..	Rs.60-5/3-90
Second Grade	..	Rs.40-5/3-60
Third Grade	..	Rs.25- 1 -40

29

and as it was felt that the pay of the third grade nurses required some improvement, proposals for the revision of this scale to Rs.30-1-40 had been submitted to Government.

After a discussion of the subject, the Committee resolved that "information may be obtained from the neighbouring States and British Indian Provinces about the scales and the grades of pay obtaining there with information about the hours of work and number of patients alloted for each nurse, for the consideration of the Committee".

The Secretary wrote for and obtained information from the neighbouring States of Hyderabad, Travancore and Cochin and the British Indian Provinces of Bombay and Madras. A statement of the information was discussed by the Committee at length, and they were unanimously of opinion that the following grades of pay may be recommended to Government for sanction.

1. (a) Staff Nurses.-

1. First Grade ..	Rs.80-5/2-100	R.A. Rs.20/- per mensem and U.A. Rs.48/- per annum.	
2. Second Grade ..	Rs.55-5/2-75		
3. Third Grade ..	Rs.35-3/2-50		
(b) Sisters ..	Rs.125-5-150	R.A. Rs.30/- per mensem and U.A. Rs.60/- per annum.	
(c) Matrons ..	Rs.200-10-300	R.A. Rs.40/- per mensem and U.A. Rs.75/- per annum.	

2. that all the nurses in the State be treated as one Unit and promotions and transfers be effected accordingly by one authority.

The question of the number of beds to be alloted to each nurse and the hours of work was also discussed at length. The Committee were of opinion that

1. though a hard and fast rule cannot be laid down, eight beds to one nurse was an ideal to be kept in view and

2. an eight hour day is recommended, with one whole day off on week days and half a day on Sundays.

It was urged that facilities should be provided as far as possible for permitting the nurses to attend to their religious duties on obligatory days.

(4) Whether the relatives of nurses may be allowed to live with them in the official quarters.-

It was explained that the quarters provided for nurses were not exclusively used by the nurses and that various difficulties and complications arise out of the present practice of husbands and other relatives of the nurses staying in the quarters and bringing their friends, who would spend late hours, much to the discomfort of the neighbouring nurses, especially unmarried women. It was resolved that "when quarters are provided for, the nurses shall be permitted to live with their relatives-women only - not exceeding two in number. Such of the married nurses who desire to live with their husbands, may live outside.

(5) Provision of further amenities to the Nursing Staff.-

It was discussed that the Nursing staff at present are not provided with any social amenities in the Hospitals. After strenuous work for long hours in the Hospitals they naturally feel the necessity for some social recreations, provision for which has to be made. The Committee were unanimously of opinion that better facilties for recreation should be provided and it was resolved that.-

(1) "A club may be started in a suitable place for providing the nurses with certain recreations".

(2) "Nurses shall receive free medical treatment in the institutions in which they serve".

(3) "Wherever quarters are not provided for them suitable house rent should invariably be given in lieu thereof".

(6) Grant of Maternity leave to Nurses.-

This subject was not discussed as it was covered by the Government Order of 19th August 1943.

(7) Other subjects.-

(a) Appointment of Night Superintendents to the Victoria Hospital, Bangalore.-

It was explained that the question has been under correspondence since 1939. The Medical Officer of the Victoria Hospital had been constantly urging for these appointments for the better supervision of the Nursing staff during the nights. It was also pointed out that such posts exist in every important Hospitals in British India. After considerable discussion it was resolved that "while the Committee is strongly in favour of these appointments in the Victoria Hospital - which may be sanctioned immediately - similar proposals for the other major Medical Institutions i.e. the Vani Vilas and the Cheluvamba Hospitals may also be favourably considered. The Committee further feels that it is absolutely necessary to appoint at least two Nursing Sisters and one Sister tutor on Rs.125-5-150 to the two teaching Hospitals.

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ANNEXURE I.

PROCEEDINGS OF THE GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

- - -

Read.-

Letter No.3573/L.C. dated the 16th December 1942 from the Secretary Representative Assembly and Legislative Council, forwarding copy of the following resolution passed at the meeting of the Legislative Council held on the 14th December 1942.-

"This Council recommends to the Government of His Highness the Maharaja that, with a view to removing various anomalies existing at present in the Nursing staff employed in Government Hospitals and with a view to bringing about uniformity of services and a more efficient and equitable arrangement, the Government be pleased to appoint a Committee to enquire into the whole question and make early recommendations".

2. Correspondence ending with letter No.G.C.392-11 dated the 23rd July 1944 from the Senior Surgeon with the Government, suggesting a panel of names who may constitute a Committee for going into the question of nursing services in the Hospitals of the State and also proposing certain terms of reference for consideration by the Committee.

- - -

Order No.G.1561-8/Med.181-42-9 dated 6th August 1943.

On a careful consideration of the matter, Government are pleased to appoint a Committee with the following personnel.-

1. The Senior Surgeon with the Government of Mysore (Chairman)
2. The Director of Public Health in Mysore.
3. The Chief Medical Officer, Women's Hospitals in Mysore
4. Mr. W.H. Theobald, M.A.M.T., A.S.C., Mysore
5. Dr. T.C.M. Royan, M.D., Bangalore.
6. The Medical Officer, St. Martha's Hospital, Bangalore.
7. Sri Nagamma Srikantiah, Member, Legislative Council.
8. The Medical Officer, Victoria Hospital, Bangalore.

The Personal Assistant to the Senior Surgeon will be the Secretary.

The following are the terms of reference for consideration by the Committee.-

1. Uniformity of standards of training of Nurses.
2. Question of employment of married nurses.
3. Revision of the scale of pay of nurses
4. Whether the relatives of nurses may be allowed to live with them in the official quarters.
5. Provision of certain ameneties to the Nursing Staff such as recreation, club and library.
6. Grant of maternity leave to nurses.

The Committee is requested to go into the question of nursing service in the Hospitals as indicated above and investigate them carefully and make recommendations to Government at an early date. The opinion of the Committee is also requested on the proposal for the appointment of two Night Superintendents on Rs.125-5-150 with ration and uniform allowance of Rs.25/- per mensem for the Victoria Hospital, Bangalore.

Sd/- K. Ramasastri
For Secretary to Government,
Law Department.

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ANNEXURE 2.

Proceedings of the Meeting of the Committee appointed for going into the question of Nursing Services in the Hospitals of the State held in the Senior Surgeon's Office on the 31st August 1943 at 4.30 P.M.

- - -

Present

1. Dr. F.H Noronha
2. Mr. W.H: Theobald, M.A.M.T., A.S.C.,
3. Dr. T.C.M. Royan, M.D.
4. Dr. P.Parthasarathy
5. Dr. T.Seshachalam
6. Dr. (Miss) M.C. Albuquerque
7. Dr. V.V. Monteiro (Chairman).

- - -

1. The question of the uniformity of standards of training of nurses was discussed at length and it was resolved "that the period of training may be for 4 years, 3 years in sick-nursing and 1 year in midwifery, that the minimum qualification for admission to the course be limited to the IV Form Standard and that each selected candidate be admitted on 3 months trial, on the expiry of which period, if they fail to pass an entrance examination to be held by the Nursing Superintendent of the Hospital, they will be dismissed".

2. Question of employment of married nurses.- The Chairman brought to the notice of the Committee, that this subject was already covered by the issue of the Government Order No.G.2215-35/Med.50-43-1 dated 19-8-1943 where rules for new entrants in this behalf were already laid down, and that this gave the Committee no choice of further discussion. It was however resolved that "widows and married women who have left their husbands may be employed as nurses".

3. Revision of scales of pay of Nurses.- It was brought to the notice of the Committee that prior to 1939, there were 20 different scales of pay in the several Hospitals, which were reduced to three scales i.e.

First Grade	..	Rs. 60-5/3-90
Second Grade	..	Rs. 40-5/3-60
Third Grade	..	Rs. 25- 1- 40

and as it was felt that the pay of the 3rd grade nurses required some improvement, proposals for the revision of this scale to Rs.30-1-40 had been submitted to Government.

After a discussion of the subject, the Committee resolved that "information may be obtained from the neighbouring States and British Indian Provinces about the scale and the grades of pay obtaining there with information about the hours of work and the number of patients alloted for each nurse, for the consideration of the Committee".

4. Relatives of nurses to live with them.- This question was discussed at great length. The Committee were informed of the various difficulties and complications arising out of the present practice of husbands and other relatives of the nurses, staying in the quarters, and bringing their friends who would spend late hours, much to the discomfort to the neighbouring nurses, especially unmarried women. It was resolved "that when quarters are provided for, the nurses shall be permitted to live with her relations - women only - not exceeding two in number. Such of the married nurses who desire to live with their husbands, may live outside"

5. Provision of further amenities to the Nursing Staff.- The Committee were unanimously of opinion that better facilities for recreation should be provided and it was resolved that "a club may be started in a suitable place for providing the nurses with certain recreations"

6. The question of the grant of maternity leave to nurses was not discussed as it was covered by the Government Order of the 19th August 1943

7. Appointment of Night Superintendents for Victoria Hospital.- It was resolved that "while the Committee is strongly in favour of these appointments in the Victoria Hospital, which may be sanctioned immediately; similar proposals for the other major institutions - Vani Vilas Hospital and Cheluvamba Hospital - may also be favourably considered".

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ANNEXURE 3.

Proceedings of the Second Meeting of the Committee appointed for going into the question of Nursing Services in the Hospitals of the State held in the Senior Surgeon's Office on the 5th November 1943.

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Present.

1. Dr. F.H. Noronha
2. Mr. W.H. Theobald, M.A.M.T., A.S.C.,
3. Dr. T. Seshachalam
4. Dr. P.Parthasarathy
5. Dr. (Miss) M.C. Albuquerque
6. Dr. V.V. Monteiro (Chairman)

- - -

1. The Proceedings of the first meeting were read and recorded.

2. The information obtained from the neighbouring States of Hyderabad, Travancore and Cochin, and the British Indian Provinces of Bombay and Madras about the grades of pay obtained there were discussed at length by the Committee. After consideration of all aspects of the case the Committee were unanimously of opinion that the following grades of pay may be recommended to Government for sanction.

1. Staff Nurse.-	1. First Grade Rs.80-5/2-100 2. Second Grade Rs.50-5/2-75 3. Third Grade Rs.30-3/2-45	R.A. Rs.20/- per mensem & U.A. Rs.48/- per annum
2. Sisters.-	on Rs.125-5-150	R.A. Rs.30/- per mensem & U.A. Rs.60/- per annum.
3. Matrons.-	on Rs.200-10-300	R.A. Rs.40/- per mensem & U.A. Rs.75/- per annum.

It was resolved that all the nurses in the State should be treated as one Unit, and promotions and transfers effected accordingly.

The question of the training of probationary nurses was then taken up for discussion. The Committee were unanimously of opinion that the present practice of binding the State Trained Nurses to serve the Government for a period of 5 years, failing which they have to refund their stipend, should be abolished. It was expressed that even during the period of training, a nurse renders her services to the State, which is more than compensated for the stipend she receives, and thus there was no cause for insisting on a refund if she wants to resign or seek service elsewhere. It was further resolved that all the existing contracts may also be cancelled with retrospective effect.

Resolved that a uniform stipend of Rs.30/- per mensem may be paid to these probationers for a period of 4 years, and that the existing pupil nurses' scholarships of Rs.15/- may be abolished, and the funds thus released be also merged for the grant of scholarship to probationers. Thus there would only be one course for probationary nurses, of four years, and a total of candidates could be trained every year. If arrangements could be made for their boarding and lodging in the Hospital premises, it was suggested that Rs.25/- may be deducted out of the stipend for their boarding expenses and the balance of Rs.5/- given to them as pocket money. It was further resolved that all these probationary nurses be exempted from payment of lighting and water charges during the course of their training.

The question of the number of beds to be alloted for each nurse and the hours of work was also discussed at length. The Committee were of opinion that though a hard and fast rule cannot be laid down, 8 beds to one nurse was an ideal to be kept in view. As regards hours of work , an 8 hour day was recommended, with one whole day off on week days and half a day on Sundays. It was also urged that, facilities should be provided, as far as possible, for permitting the nurses to attend to their religious obligations on Sundays.

Finally the Committee resolved that shholarships should be founded for giving post graduate training to qualified nurses to obtain training in special subjects in various schools of Nursing in India and abroad.

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M 5151 & 7.12.44

Med. 178-42-44

S.S.

Sir,

Subject:- Report of the Committee on Nursing Services

With reference to your letter No & 392-42 dated 2.8.44 submitting the report referred to above, I am directed to request you to furnish your opinion as Head of the Med. Dept. on each of the points raised in it.

I am also to request that your opinion may be furnished on the following points which have been urged by the C.M.O. Women's Hospitals in Bombay

(i) As training in Obstetrics and Gynaecology is given in V.V. and Chelvambal Hospitals it is urged that these institutions

be regarded as teaching institutions for nurses. The CMO also states that the Govt of Madras recognise these hospitals as training centres for nurses in the two subjects.

(ii) She also requests the appointment of night sisters, nursing and tutor sisters to Maternity Hospitals viz the V.V and Chelluvamba Hospitals. She is of opinion that the appointment of supervising sisters in Maternity hospitals is of the greatest importance as the lives of mothers and infants are in the hands of the nurses conducting deliveries

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KDB

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Edwards

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2/12

C. F. No. 46]

GOVERNMENT OF MYSORE

No. CE 392-44
Encls.

OFFICE OF The Senior Surgeon in Mysore, Bangalore.

Date 8.1.45.

To

SECRETARIAT
19 JAN. 1945

The Secretary to the Government of
His Highness the Maharaja of Mysore,
Education Department, Bangalore.

3087

Sir,

Sub.- Report of the Committee on Nursing Service.

With reference to your letter No.M.5151/Med.178-43-14 dated 7th December 1944 on the above subject, I have the honour to state that further information is being obtained on the subject from the Governments of Madras and Bombay. My opinion on the points raised in the report of the Committee on Nursing Service will be furnished to Government on receipt of information from Madras and Bombay.

I have the honour to be,
Sir,
Your most obedient servant,

Senior Surgeon

IVD.

C. F. No. 46]

Med 178-42-15

GOVERNMENT OF MYSORE

No. Gc-392-42 **OFFICE OF The Senior Surgeon in Mysore,**
Encls. Two.

Bangalore, Date 10.2.45

GEN. SECRETARIAT 3701 12 FEB. 1945

The Secretary to the Government of
12 FEB. 1945 His Highness the Maharaja of Mysore,
Education Department, Bangalore.

Sir,

Sub.- Report of the Committee on Nursing Services.

With reference to your letter No.M.5151/Med.178-43-14 dated 7-12-1944 on the above subject, I have the honour to furnish a note embodying my opinion on each of the points raised in the report of the Nurses' Committee.

As regards the points raised by the Chief Medical Officer, Women's Hospitals in Mysore, I submit for the information of Government a copy of letter received from the Registrar, Madras Nurses and Midwives Council, in which it is clearly stated that the Vani Vilas and the Cheluvamba Hospitals are recognised as "training centres for midwives only and not for nurses". This confirms what I had stated earlier in para 4 of my letter No.G.C.392-42 dated 2-8-1944, and I am unable to change my opinion already furnished therein. It is true that training in Gynacology and Obstetrics is given in these institutions, but it is not correct to say that the "Government of Madras recognise these institutions as training centres for nurses ....." Pupils receive their basic training in Nursing in the general hospitals - Victoria and Krishnarajendra Hospitals.

As already stated in my note, the question of the appointment of Night Superintendents to Vani Vilas and Cheluvamba Hospitals is desirable and may be separately considered by the Government. The Committee have also expressed the same opinion.

I have the honour to be,
Sir,
Your most obedient servant,

Senior Surgeon

WVD.

Copy of letter dated 18th January 1945 from the Registrar Madras Nurses and Midwives Council, Madras to the Senior Surgeon in Mysore, Bangalore.

- - -

Ref.- Your letter No.G.C.392-45 dated 16th January 1945 regarding recognition of the Vani Vilas Hospital, Bangalore and the Cheluvamba Hospital, Mysore, as training centres for nurses.

I have the honour to state that the Vani Vilas Hospital, Bangalore, and the Cheluvamba Hospital, Mysore are recognised at present by the Madras Nurses and Midwives Council as training centres for midwives only and not for nurses. In this connection, copy of a letter dated 6-8-1942 sent from this office to the Chief Medical Officer, Women's Hospitals in Mysore, Bangalore regarding the continuance of the above institutions in the list of training centres recognised by the Madras Nurses and Midwives Council is forwarded for your information.

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C [illegible]

Senior Surgeon.

Note embodying the opinion of the Senior Surgeon on each of the points raised in the report of the Nurses Committee.

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1. Uniformity of Standards of training.-

I agree with the proposals made by the Committee about the modified terms for the training of nurses. Suitable modifications may be made in the Government Order No.M.7197-9/Med.93-43-7 dated 10-2-1944 so as to embody the suggestions of the Committee. But with a view to encourage girls to take to Nursing 2(i) may be omitted and a security deposit of Rs.20/- may be taken from private candidates as a precaution against theft, breakage, etc.,

2. Employment of Married Nurses.-

Government Order No.2215-55/Med.50-43-1 dated 19th August 1943 may be modified to meet the recommendations of the Committee.

3. Scale of pay of Nurses.-

It was after obtaining information about the scales of pay obtaining elsewhere that the Committee arrived at the conclusion to suitably modify the existing scales sanctioned in 1939.

The scale of pay of 3rd grade nurses has since been changed to Rs.30-1-40 by Government Order No.G.7197-9/Med. 93-43-7 dated 10-2-1944 at a net extra cost of Rs.3,266/- per annum. As a Via Media, I would propose that the second and first grade may also be modified to Rs.45-5/2-65 and Rs.70-5/2-100. This would also reduce the additional cost.

The proposed scales of pay for Sisters and Matrons is quite suitable and may be sanctioned. The Senior Surgeon may be the Unit Officer for effecting promotions and transfers etc., as at present.

As regards the number of beds to be alloted to each nurse, till quite a large number of nurses are available for employment, the suggestions of the Committee could only be kept as an ideal to be kept in view for ultimate achievement.

4. I am entirely in agreement with the views of the Committee about the exclusion of the male members from the nurses' quarters, and this rule deserves to be enforced Such of the married nurses who desire to live with their husbands may live outside, but they will not be eligible for House rent.

5. It is very desirable that recreation facilities should be provided for nurses after their hard day's work. A club on a small scale, providing for some in-door games, like carrom, ping pong, draughts, chess, a radio, a reading room with news papers, some magazines, a badminton court attached, would go a long way to break the monotony of their day's work.

Free medical treatment should be provided to nurses, as is generally the rule in all institutions in India and abroad. A suitable house rent allowance should be given to them as a general rule where free quarters are not provided.

6. Calls for no remarks.

7. I am strongly in favour of appointment of the Nursing Sister and Sister Tutors to the two teaching institutions for nurses viz. the Victoria and Krishnarajendra Hospitals. The question of the appointment of Night Superintendents to the Victoria Hospital is pending consideration from a long time and deserves immediate consideration. Similar appointments i.e. Night Superintendents to the Vani Vilas Hospital and Cheluvamba Hospital, may also be separately considered.

Senior Surgeon

TVD.

GOVERNMENT OF MYSORE. 0450

OFFICE OF The Senior Surgeon in Mysore, Bangalore.

Immediate

No. Cyc.392-48 Date 31st May 1945.

To The Secretary to the Government of H.H. the Maharaja of Mysore, Education Department, Bangalore.

Please put up with the file

Sub:- Report of the Committee on Nursing Services.

In continuation of my letter No.G.C 48-49 dated the 10th February 1945 on the above subject, I have the honour to submit that in regard to item I(b) of the recommendations, regarding the uniformity of standard of training, it was the opinion of the Committee that the existing pupil nurses' scholarships of Rs 15 may be converted into the grant of scholarships to probationary nurses. As eight scholarships were being given to pupil nurses, a sum of Rs 120 would be saved, which, if added to the provision made for the grant of 25 scholarships to probationary nurses, would afford relief for training four more candidates every year. The number of

P.T.O.

probationary nurses' scholarships
it thus be increased from 25 to

I have the honor to be,
sir,
your most obedient servant,

Senior Surgeon.

PROCEEDINGS OF THE GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE

Government Order No. S.1561-8/Med. 170-42-3, dated the 6th August constituting a committee with the marginally noted personnel, to examine the conditions of nursing services in the hospitals and to submit its recommendations.

- The Senior Surgeon in Mysore (Chairman)
- The Director of Public Health.
- The Chief Medical Officer, Users's Hospitals in Mysore.
- Mr. [illegible] Chengalil, B.A., B.L., Mysore.
- Mr. [illegible] Joyan, B.A., Bangalore.
- The Medical Officer, St. Martha's Hospital, Bangalore.
- [illegible] Sameer Fatima B.A., Bangalore.
- The Medical Officer, Victoria Hospital, Bangalore.

2. Letter No.C.C. 393-42, dated the 2nd August 1944 from the Senior Surgeon and Chairman, Nurses' Committee, submitting the report of the Committee for the consideration of Government.

3. Further correspondence ending with letter No.S.C.393-47, dated 16th February 1945 from the Senior Surgeon in Mysore furnishing his further remarks on the recommendations of the Committee.

Read ... M 10749-51/170 / 8.42-16

... 1st June 1945.

The Committee discussed the following points referred to them and submitted its report as under hereto.-

Terms of reference.

I. Uniformity of standards of training for nurses.
II. Question of employment of married nurses.
III. Revision of the scales of pay of nurses.
IV. Whether relatives of nurses may be allowed to live with them in the official quarters.
V. Revision of amenities to the nursing staff.
VI. Grant of maternity leave to nurses.
VII. Appointment of Night Superintendents to the Victoria Hospital.

The opinions of the Senior Surgeon and the Chief Medical Officer are also obtained on these recommendations separately.

After careful consideration of the report and the remarks of the Senior Surgeon and the Chief Medical Officer, Government are pleased to pass the following orders on each of the suggestions of the Committee:-

Recommendations of the Committee.	Orders of Government.
Training of nurses.	
The period of training may be for 4 years - 3 years in sick nursing [illegible] and 1 year in midwifery.	The period of training has already been extended to 4 years vide [illegible].7197-9/Med.93-43-4 dated 10th February 1944.
The minimum qualification for admission to the course be limited to Xth form standard.	The recommendation is accepted as an experimental measure.
Selected candidates be admitted on three months' trial, on the expiry	No examination of the kind suggested is necessary. If any stud-

Shdk

Recommendations of the Committee	Orders of Government.
expiry of which if they fail to pass an entrance examination their training may be terminated.	student is found unfit, she may be sent away at any time.
(4) The present practice of binding the State trained nurses to serve the Government for a period of five years is too long and may be reduced to one year.	The period of contract may be reduced to 3 years.
The existing contracts may be ~~with~~ suitably modified with retrospective effect.	Existing contracts need not be interfered with.
(5) A uniform stipend of Rs.30 per mensem may be paid to these probationers for a period of four years.	Approved.
	With a view to encourage girls to take to nursing the Senior Surgeon has recommended that the existing practice of ~~levying~~ levying a fee of Rs.3/- from private candidates may be done away with and that a security deposit of Rs.20/- may be taken from private candidates as a precaution against loss, breakage, etc.
	The above proposal is accepted for the duration of the war.
(6) The existing pupil nurses scholarships may be abolished so that there may be only one course for Probationary nurses of four years.	The system of recruiting pupil nurses has been ordered to be done away with - vide G.O. M.7197-9/Med. 93-42-7, dated 10th February 1944.
(7) If arrangements could be made for their boarding and lodging in the hospital premises, a sum of Rs. 25/- may be deducted out of their stipend for boarding expenses and the balance of Rs.5/- be given to them as pocket money.	Specific proposals may be submitted seperately.
(8) All probationary nurses be exempted from payment of lighting, water and scavenging charges during the course of their training.	Accepted.
(9) Scholarships should be made available for giving post graduate training to qualified nurses to obtain training in special subjects in various schools of nursing in India and abroad.	This recommendation is accepted. The Senior Surgeon and the Chief Medical Officer are requested to submit proposals to implement this recommendation.
10. Employment of married nurses.	
Resolved that widows and married women who have left their husbands may be employed as nurses.	Accepted subject to the conditions prescribed in G.O. ~~dated the 19th August 1943.~~ G 2215-35/Med 57-43-1 dated 19.8.43
11. Revision of the scales of pay of nurses etc.	
(1) The Committee has recommended the	Government consider that uniformity

Recommendations of the Committee.	Orders of Government.
the following scales of pay and allowances:-	uniformity and improvement in the scales of pay of this class of service is necessary, and that this can be considered only after ascertaining the financial implications. The Senior Surgeon is requested to submit a proposition statement in accordance with the recommendations of the Committee for the orders of Government.
Staff nurses.	
First Grade .. Rs.80-5/2-100 plus H.A. of Rs.20/- p.m. plus U.A. of Rs.48/- per year.	
Second Grade .. Rs.55-5/2-75 plus H.A. of Rs.20/- p.m. plus U.A. of Rs.48/- per year.	
Third Grade .. Rs.35-5/2-50 plus H.A. of Rs.20/- p.m. plus U.A. of Rs.48/- per year.	
Sisters .. Rs.125-5-150 plus H.A. of Rs.30/- p.m. plus U.A. Rs.60/- per year.	
Matrons .. Rs.200-10-300 plus H.A. of Rs.40/- p.m. and U.A. Rs.75/- per ye annum.	
(2) All the nurses in the State may be treated as one unit and promotions and transfers effected accordingly by one authority.	Reserved for consideration separately.
Though a hard and fast rule cannot be laid down, eight beds to one nurse would be an ideal to be kept in view and that an eight hours-day should be provided as far as possible, with one whole day off on week days and half a day on Sunday.	As stated by the Committee, this is only an ideal to be kept in view. As regards days off for the present only half a day off on Sunday may be allowed.
Facilities should be provided as far as possible for the nurses/ to attend to their religious duties on obligatory days.	May be allowed at the discretion of the Head of the hospital.
Whether the relatives of nurses be allowed to live with them in official quarters.	
It was resolved that when quarters are provided, the nurses will be allowed to live with their relatives - women only - not exceeding two in number, and that such of the married nurses who desire to live with their husbands may live outside.	The recommendation of the Committee is accepted subject to the condition that married nurses who desire to live outside with their husbands will not be entitled to any house rent allowances.
Revision of certain amenities to nurses.	
Resolved that	

Resolved that

(a) A club may be started in a suitable place for providing the nurses with certain recreations.	(a) Accepted.
(b) Nurses be given free medical treatment.	(b) Accepted.
(c) When quarters are not provided for them suitable house rent allowances should invariably be given.	(c) Accepted on principle. But each case will be considered on merits.
I. Grant of maternity leave to nurses.	This does not arise as per terms of Government Order of 19th August 1943.
II. Appointment of night Superintendents.	
The Committee resolved that while it is strongly in favour of these appointments, in the Victoria Hospital which may be sanctioned immediately, similar proposals for the other major medical institutions i.e., the Vani Vilas and the Cheluvamba Hospitals may also be favourably considered.	Two night Superintendents in the grade Rs.125-5-150 with ration and uniform allowances of Rs.25/- are sanctioned to each of the Hospitals Victoria and the Vani Vilas, Bangalore, and one to the Cheluvamba Hospital, Mysore. The extra average cost on this account comes to Rs.843 3/4 per mensem or Rs.10,125/- per year and will be provided in the budget for 1945-46.
The Committee further felt that it was absolutely necessary to appoint at least two nursing Sisters and one Sister tutor on Rs.125-5-150 in the two teaching hospitals.	The Senior Surgeon is requested to submit detailed proposals in the matter separately.

Government are pleased to place on record their appreciation of the work done by the Committee.

Secretary to Government,
Education Department.

The Senior Surgeon in Mysore.
The Chief Medical Officer, Women's Hospitals in Mysore.
The Comptroller to Government through Financial Secretariat.

NURSES' COMMITTEE REPORT.

At a meeting of the Legislative Council held in Bangalore on the [illegible] December 1942, a resolution was passed regarding the appointment of a Committee to enquire into the question of certain anomalies, existing in respect of the nursing staff of the hospitals in the State. For consideration of this question, Government were pleased to appoint a Committee in their Order No. H. 1501-B/Med. 151-42-9 dated the 5th August 1943 (Annexure 1), consisting of the following members to [illegible] the question in detail:

1. The Senior Surgeon in Mysore, Bangalore (Chairman)
2. The Director of Public Health in Mysore.
3. The Chief Medical Officer, Women's Hospitals in Mysore, Bangalore
4. Dr. [illegible], [illegible], [illegible], Mysore
5. Dr. [illegible], Bangalore
6. The Medical Officer, St. Martha's Hospital, Bangalore.
7. Sri [illegible] Srikantiah, Member, Legislative Council, Bangalore
8. The Medical Officer, Victoria Hospital, Bangalore

The Personal Assistant to the Senior Surgeon ~~will be the~~ Secretary

The following were the terms of reference for consideration by the Committee.-

1. Uniformity of standards of training of nurses.
2. Question of employment of married nurses
3. Revision of the scale of pay of nurses.
4. Whether the relatives of nurses may be allowed to live with them in the official quarters
5. Provision of certain amenities to the nursing staff such as recreation, club and library.
6. Grant of maternity leave to nurses.

The Committee was requested to go into the question of the nursing services in the hospitals as indicated above and investigate them and submit its recommendations to Government. Any other subsidiary matter, not in the terms of references of the Committee were also to be discussed and recommendations made.

Accordingly, the Committee held three meetings. At the first meeting (Annexure 2) items 1,2,3 and 6 of the terms of reference were fully discussed and conclusions arrived at. As it was felt that information may be obtained from the neighbouring British Indian Provinces about the grades of pay obtaining there and the hours of work of nurses, item No.5 was postponed for discussion at a second meeting. The Secretary was authorised to obtain and furnish the information for the second meeting, which was held on the 9th October 1943. At this meeting (Annexure 3), the information obtained on item No.5 was discussed at length, and certain decisions were arrived at. A third meeting was called for on 10th May 1944 to discuss any other subjects which the members wanted to bring up at that meeting, and to formulate the final report for submission to Government.

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During the meetings there was free and frank discussion on all subjects, and all the decisions arrived at were unanimous. The lady Medical Officer of the Committee was present at all the meetings, and the Committee felt that her views on the subjects would have been very helpful.

The Committee submits herewith their unanimous report for the consideration of Government.

V. J. Monteiro,
Chairman

Members. 1. Sd. [illegible]
2.
3.
4. Sd. [illegible]
5. Sd. [illegible]
6. " J. H. Warriha
7. Sd. [illegible]

[illegible] Ishaque Hussain
Secretary

-9-

Briefly the Standard of training of Nurses,-

Present there are two standards of training of nurses, in the Victoria Princess Jeevra Hospitals.

Re Probationary Nurses who are trained in sick-nursing for a period of 3½ and in midwifery for 6 months. These get a stipend of Rs.30/- per mensem.

Re Local Nurses who are trained for a period of only 2 years - one year sick-nursing and one year in midwifery and who are given a stipend of Rs/- per mensem.

It was also explained that all the nurses who received training for a period less than 3½ years were not recognised by other Governments and were not registrable in any recognised Nursing Association in India, the existing revised conditions of training had been recommended to Government earlier.

a) Probationary Nurses will be recruited for training in future and the practice of selecting candidates as "pupil nurses" will be discontinued.

b) The course of training in the case of probationary nurses will be extended from 3½ to 4 years, of which three years shall be devoted for training in general sick-nursing and one year in midwifery (Gynaecology and Obstetrics).

c) Recruitment of male probationary nurses will be discontinued for the next two years.

d) Scale of stipend to probationary nurses will be Rs.25/- per mensem.

e) Married women will not be admitted for the training but widows may be admitted, preference being given to those without children.

f) As regards the minimum educational qualification for probationary nurses a completed secondary school leaving certificate course will be considered sufficient.

g) The stipends for the training should be granted only to Myoresans by birth or domicile.

h) The candidates admitted for training should be not less than 18 years and not more than 25 years of age at the time of admission.

i) Private candidates may be admitted for the training and a fee of Rs.5/- per mensem may be levied from each candidate.

j) The training classes for the probationary nurses will hereafter be regularised admissions being restricted to a definite period in the year (June) to enable all the candidates to have a uniform course of lectures and training.

k) Probationary nurses (and pupil nurses now under training) will be allowed leave as noted below:-

1. Casual leave for 20 days in a year subject to the maximum of seven days at a time.

2. Sick leave with stipend for a period not exceeding three weeks at a time when they are really ill and undergo treatment in Government Hospital.

After considerable discussion, the Committee unanimously resolved.-

1. That the period of training may be for 4 years - 3 years in sickness and one year in midwifery.

2. That the minimum qualifications for admission to the course be

Sd/-

limited

limited to IV Form standard.

5. that each selected candidate be admitted on three months trial, on the expiry of which period, if they fail to pass an entrance examination held by a Board consisting of the Medical Officer, the Lady Medical Officer and the Nursing Superintendent of the Hospital, their training may be terminated.

6. that the present practice of binding the State trained nurses to serve the Government for a period of five years is too long and may be reduced to only one year, the reason being that even during the period of training a probationary nurse renders service to the State which is more than compensated for the stipend she receives. If on qualifying she fails to serve Government for one year, she shall refund the stipend amount in full. It was further resolved that the existing contracts may be suitably modified with retrospective effect.

7. That a uniform stipend of Rs.30/- per mensem may be paid to these probationers for a period of four years.

8. that the existing pupil nurses scholarship of Rs.15/- may be abolished and the funds thus released be merged for the grant of scholarships to probationers. Thus there would be only one course for probationary nurses of four years and a total of 25 candidates could be trained every year.

9. that if arrangements could be made for their boarding and lodging in the hospital premises, it is suggested that Rs.25/- may be deducted out of their stipend for boarding expenses, and the balance of Rs.5/- be given to them as pocket money.

10. that all probationary nurses be exempted from payment of lighting water and scavenging charges during the course of their training.

11. that scholarships should be made available for giving post graduate training to qualified nurses to obtain training in special subjects in various schools of nursing in India and abroad.

It is understood that Government have passed orders in their order No. 7197-9/ed.93-43-7, dated 10-2-1944 (Annexure 4) on the above proposals made by the Department, but the Committee request that these may be suitably modified in view of the recommendations made above.

(9) Employment of married nurses.-

The present procedure of recruitment to the Nursing Services both married and unmarried candidates was discussed and it was pointed out that the Senior Surgeon was already in correspondence with the Government of the subject. The Chairman brought to the notice of the Committee that this subject was already covered by the issue of the Government order No.7.2415-25/ed.50-43-1, dated the 19th August 1943, where rules for the new entrants were laid down, and that this gave the Committee no choice for further discussion. It was however resolved "that widows and married women who have left their husbands may be employed and as nurses."

(10) Revision of Scales of pay of Nurses.-

It was brought to the notice of the Committee that prior to 1939 there were 20 different scales of pay in the several Hospitals, which were reduced to three scales i.e.

First Grade	...	Rs.60-5/3-90
Second Grade	...	Rs.40-5/3-60
Third Grade	...	Rs.25 -1- 40

(Continued).

and as it was felt that the pay of the third grade nurses required some improvement, proposals for the revision of this scale to Rs.30-1-40 had been submitted to Government.

After a discussion of the subject, the Committee resolved that information may be obtained from the neighbouring States and British Indian Provinces about the scales and the grades of pay obtaining there with information about the hours of work and number of patients alloted for each nurse, for the consideration of the Committee".

The Secretary wrote for and obtained information from the neighbouring States of Hyderabad, Travancore and Cochin and the British Indian Provinces of Bombay and Madras. A statement of the information was discussed by the Committee at length, and they were unanimously of opinion that the following grades of pay may be recommended to Government for sanction.

1.(a) Staff Nurses:-

1. First Grade	Rs.60-5/2-100	R.A.Rs.20 per mensem and U.A.Rs.48 per annum.
2. Second Grade.	55-5/2-75	
3. Third Grade.	35-3/2-~~75~~ 50	
(b) Sisters.	125-5-150	R.A.Rs.30 per mensem and U.A.Rs.60 per annum.
(c) Matrons.	200-10-300	R.A.Rs.40 per mensem and U.A.Rs.75 per annum.

2. that all the nurses in the State be treated as one unit and promotions and transfers be effected accordingly by one authority.

The question of the number of beds to be alloted to each nurse and the hours of work was also discussed at length. The Committee were of opinion that.

1. though a hard and fast rule cannot be laid down, eight beds to one nurse was an ideal to be kept in view and

2. an eight hour day is recommended, with one whole day off on week days and half a day on Sundays.

It was also resolved that facilities should be provided as far as possible for permitting the nurses to attend to their religious duties on obligatory days.

(4) Whether the relatives of nurses may be allowed to live with them in the official quarters:-

It was explained that the quarters provided for nurses were not exclusively used by the nurses and that various difficulties and complications arise out of the present practice of husbands and other relatives of the nurses staying in the quarters and bringing their friends, who would visit late hours, much to the discomfort of the neighbouring nurses, especially unmarried women. It was resolved that "when quarters are provided for, the nurses shall be permitted to live with their relatives-women only - not exceeding two in number. Such of the married nurses who desire to live with their husbands, may live outside.

(5) Provision of further amenities to the nursing staff:-

It was discussed that the nursing staff at present are not provided with any social amenities in the hospitals. After strenuous work for long hours in the hospitals they naturally feel the necessity for some social recreations, provision for which has to be made. The Committee were unanimously of opinion that better facilities for recreation should be provided and it was resolved that.-

(1) "A club may be started in a suitable place for providing the nurses with certain recreations".

(2) "Nurses shall receive free medical treatment in the institutions in which they serve".

(3) "Where no quarters are provided for them suitable board must should invariably be given in lieu thereof"

(4) Grant of maternity leave to nurses:

The subject was not placed on it was considered by the Government [illegible]

(7) [illegible]

(8) [illegible] Hospital, [illegible]more.

It was explained that the question has been under correspondence [illegible] . Recommendation of the Victoria Hospital has been [illegible] for these appointments for the better supervision of [illegible] the hospitals. It was also pointed out that [illegible] in every important hospital in British India. Under [illegible] Committee is strongly [illegible] in the Victoria Hospital which may be [illegible] and the other major medical [illegible] i.e., the medical profession and the [illegible] may also [illegible] Committee that it is not [illegible] but it is up to [illegible] to the Government of India.

for Secretary Standing
Committee

App F. VI, G. 10]

P 1533 d 30/6/45

Government of His Highness the Maharaja of Mysore.

issued to Press on 30/6/45.

GENERAL AND REVENUE DEPARTMENTS

Nursing services

Passes orders on the report of the committee appointed to examine the conditions of ... in the State Hospitals

G. O. No. M10749-51/11-5 178-42-16 DATED 1-6-45.

May this be—

i. printed ? yes

ii. treated as a standing order ? yes.

iii. published in the Gazette, English Part ?

iv. translated ? } No

v. placed at the disposal of the Press ?

vi. published in the Gazette, Kannada Part ? printed & 200 (Signed copies may kindly be furnished to this office for reference & record.

By order

WD 02397—GPB—6,000—19-4-43

for Secretary

52

S.O.

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

GENERAL AND REVENUE DEPARTMENTS.

G. O. No. M. 10749-51—Med. 178-42-16, dated 1st June 1945.

Nursing Services.

Passes orders on the report of the committee appointed to examine the conditions of the ——— in the State Hospitals.

READ—

Government Order No. G. 1561-8—Med. 178-42-9, dated the 6th August 1943, constituting a committee with the marginally noted personnel, to examine the conditions of nursing services in the hospitals and to submit its recommendations.

1. The Senior Surgeon in Mysore (Chairman).
2. The Director of Public Health.
3. The Chief Medical Officer, Women's Hospitals in Mysore.
4. Mr. W. H. Theobald, M.A., M.P., Mysore.
5. Dr. T. C. M. Royan, M.D., Bangalore.
6. The Medical Officer, St. Martha's Hospital, Bangalore.
7. Sri Nagamma Srikantiah, M.B.C., Bangalore.
8. The Medical Officer, Victoria Hospital, Bangalore.

2. Letter No. G. C. 392-42, dated the 2nd August 1944, from the Senior Surgeon and Chairman, Nurses' Committee, submitting the report of the Committee for the consideration of Government.

3. Further correspondence ending with letter No. G. C. 392-47, dated the 10th February 1945, from the Senior Surgeon in Mysore, furnishing his further remarks on the recommendations of the Committee.

ORDER No. M. 10749-51—MED. 178-42-16, DATED BANGALORE, THE 1ST JUNE 1945.

The Committee discussed the following points referred to them and has submitted its report appended hereto.

Terms of reference.

I. Uniformity of standards of training for nurses.
II. Question of employment of married nurses.
III. Revision of the scales of pay of nurses.
IV. Whether relatives of nurses may be allowed to live with them in the official quarters.
V. Provision of amenities to the nursing staff.
VI. Grant of maternity leave to nurses.
VII. Appointment of Night Superintendents to the Victoria Hospital.

The opinions of the Senior Surgeon and the Chief Medical Officer were also obtained on these recommendations separately.

After a careful consideration of the report and the remarks of the Senior Surgeon and the Chief Medical Officer, Government are pleased to pass the following orders on each of the suggestions of the Committee :—

Recommendations of the Committee	*Orders of Government*
I. TRAINING OF NURSES.	
(1) The period of training may be for 4 years—3 years in sick nursing and one year in midwifery.	The period of training has already been extended to 4 years *Vide* G. O. No. M. 7197-9—Med. 93-42-7, dated 10th February 1944.
(2) The minimum qualification for admission to the course be limited to IV Form Standard.	The recommendation is accepted as an experimental measure.
(3) Selected candidates be admitted on three months' trial, on the expiry of which if they fail to pass an entrance examination their training may be terminated.	No examination of the kind suggested is necessary. If any student is found unfit, she may be sent away at any time.
(4) The present practice of binding the State trained nurses to serve the Government for a period of five years is too long and may be reduced to one year.	The period of contract may be reduced to 3 years.
The existing contracts may be suitably modified with retrospective effect.	Existing contracts need not be interfered with.

No. M. 10749-51—Med. 178-42-16, dated 1st June 1945.

Recommendations of the Committee	*Orders of Government*
(5) A uniform stipend of Rs. 30 per mensem may be paid to these probationers for a period of four years.	Approved. With a view to encourage girls to take to nursing, the Senior Surgeon has recommended that the existing practice of levying a fee of Rs. 3 from private candidates may be done away with and that a security deposit of Rs. 20 may be taken from private candidates as a precaution against loss, breakage, etc. The above proposal is accepted for the duration of the war.
(6) The existing pupil nurses scholarships may be abolished so that there may be only one course for probationary nurses of four years.	The system of recruiting pupil nurses has been ordered to be done away with—*vide* G.O. No. M. 7197-9—Med. 93-42-7, dated 10th February 1944. Specific proposals may be submitted separately.
(7) If arrangements could be made for their boarding and lodging in the hospital premises, a sum of Rs. 25 may be deducted out of their stipend for boarding expenses and the balance of Rs. 5 be given to them as pocket money.	Accepted.
(8) All probationary nurses be exempted from payment of lighting, water and scavenging charges during the course of their training.	This recommendation is accepted. The Senior Surgeon and the Chief Medical Officer are requested to submit proposals to implement this recommendation.
(9) Scholarships should be made available for giving post-graduate training to qualified nurses to obtain training in special subjects in various schools of nursing in India and abroad	
II. Employment of Married Nurses.	
Resolved that widows and married women who have left their husbands may be employed as nurses.	Accepted subject to the conditions prescribed in G.O. No. G. 2215-35—Med. 50-43-1, dated 19th August 1943.
III. Revision of the Scales of Pay of Nurses, etc.	
(1) The Committee has recommended the following scales of pay and allowances :—	Government consider that uniformity and improvement in the scales of pay of this class of service is necessary, and that this can be considered only after ascertaining the financial implications. The Senior Surgeon is requested to submit a proposition statement in accordance with the recommendations of the Committee for the orders of Government.
Staff Nurses.	
First grade ... Rs. 80-5/2-100 plus R.A. of Rs. 20 P.M. plus U.A. of Rs. 48 per year.	
Second grade ... Rs. 55-5/2-75 plus R.A. of Rs. 20 P.M. plus U.A. of Rs. 48 per year.	
Third grade ... Rs. 35-5/2-50 plus R.A. of Rs. 20 P.M. plus U.A. of Rs. 48 per year.	
Sisters ... Rs. 125-5-150 plus R.A. of Rs. 30 P.M. plus U.A. of Rs. 60 per year.	
Matrons ... Rs. 200-10-300 plus R.A. of Rs. 40 P.M. and U.A. Rs. 75 per annum.	
(2) All the nurses in the State may be treated as one unit and promotions and transfers effected accordingly by one authority.	Reserved for consideration separately.
Though a hard and fast rule cannot be laid down, eight beds to one nurse would be an ideal to be kept in view and that an eight-hours day should be provided as far as possible, with one whole day off on week days and half a day on Sunday.	As stated by the Committee, this is only an ideal to be kept in view. As regards days off, for the present, only half a day off on Sunday may be allowed.
Facilities should be provided, as far as possible, for the nurses to attend to their religious duties on obligatory days.	May be allowed at the discretion of the head of the hospital.
IV. Whether the relatives of nurses be allowed to live with them in official quarters.	
It was resolved that when quarters are provided, the nurses will be allowed to live with their relatives—women only—not exceeding two in number, and that such of the married nurses who desire to live with their husbands may live outside.	The recommendation of the Committee is accepted subject to the condition that married nurses who desire to live outside with their husbands will not be entitled to any house rent allowances.

No. M. 10749-51—Med. 178-42-16, dated 1st June 1945.

Recommendations of the Committee	*Orders of Government*
V. Provision of certain amenities to nurses.	
Resolved that—	
(*a*) A club may be started in a suitable place for providing the nurses with certain recreations.	(*a*) Accepted.
(*b*) Nurses be given free medical treatment.	(*b*) Accepted.
(*c*) When quarters are not provided for them, suitable house rent allowances should invariably be given.	(*c*) Accepted on principle. But each case will be considered on merits.
VI. Grant of maternity leave to nurses.	This does not arise as per terms of Government Order of 19th August 1943.
VII. Appointment of Night Superintendents.	
The Committee resolved that while it is strongly in favour of these appointments in the Victoria Hospital, which may be sanctioned immediately, similar proposals for the other major medical institutions, *i.e.*, the Vani Vilas and the Cheluvamba Hospitals may also be favourably considered.	Two Night Superintendents in the grade Rs. 125—5—150 with ration and uniform allowances of Rs. 25 are sanctioned to each of the hospitals, Victoria and the Vani Vilas, Bangalore, and one to the Cheluvamba Hospital, Mysore.
The Committee further felt that it was absolutely necessary to appoint at least two Nursing Sisters and one Sister Tutor on Rs. 125—5—150 in the two teaching hospitals.	The extra average cost on this account comes to Rs. 843¾ per mensem or Rs. 10,125 per year and will be provided in the budget for 1945-46. The Senior Surgeon is requested to submit detailed proposals in the matter separately.

Government are pleased to place on record their appreciation of the work done by the Committee.

N. S. HIRANNAYYA,
Secretary to Government,
Education Department.

To—The Senior Surgeon in Mysore.
The Chief Medical Officer, Women's Hospitals in Mysore.
The Comptroller to Government through the Financial Secretariat.

Exd.—B. G. S.

No. M. 10749-51—MED. 178-42-16, DATED 1ST JUNE 1945.

ANNEXURE.

NURSES' COMMITTEE REPORT.

At a meeting of the Legislative Council held in Bangalore on the 14th December 1942, a resolution was passed regarding the appointment of a Committee to enquire into the question of certain anomalies, existing in respect of the Nursing Staff of the Hospitals in the State. After a consideration of this question, Government were pleased to appoint a Committee in their Order No. G. 1561-8—Med. 181-42-9, dated the 6th August 1943 (Annexure 1), consisting of the following members to enquire into this question in detail :—

1. The Senior Surgeon in Mysore, Bangalore (*Chairman*).
2. The Director of Public Health in Mysore.
3. The Chief Medical Officer, Women's Hospitals in Mysore, Bangalore.
4. Mr. W. H. Theobald, M.A., M.T., A.S.C., Mysore.
5. Dr. T. C. M. Royan, M.D., Bangalore.
6. The Medical Officer, St. Martha's Hospital, Bangalore.
7. Sri Nagamma Srikantiah, Member, Legislative Council. Bangalore.
8. The Medical Officer, Victoria Hospital, Bangalore.

The Personal Assistant to the Senior Surgeon (*Secretary*).

The following are the terms of reference for consideration by the Committee :—

1. Uniformity of standards of training of nurses.
2. Question of employment of married nurses.
3. Revision of the scale of pay of nurses.
4. Whether the relatives of nurses may be allowed to live with them in the official quarters.
5. Provision of certain amenities to the nursing staff such as recreation, club and library.
6. Grant of maternity leave to nurses.

The Committee was requested to go into the question of the Nursing Services in the Hospitals as indicated above and investigate them and make suitable recommendations to Government. Any other subsidiary questions arising out of the terms of references of the Committee were also permitted to be discussed and recommendations made.

Accordingly, the Committee held three meetings. At the first meeting (Annexure 2) items 1, 2, 4 and 6 of the terms of reference were fully discussed and conclusions arrived at. As it was felt that information may be obtained from the neighbouring British Indian Provinces and Indian States about the grades of pay obtaining there and the hours of work of nurses, item No. 3 was postponed for discussion to a second meeting. The Secretary was authorised to obtain and formulate the information for the second meeting, which was held on the 15th November 1943. At this meeting (Annexure 3), the information obtained on item No. 3 was discussed at length, and certain decisions were arrived at. A third meeting was called for on 15th May 1944 to discuss any other subjects which the members wanted to bring up for discussion, and to formulate the final report for submission to Government.

During the meeting there was a free and frank discussion on all subjects, and all the decisions arrived at were unanimous. The lady non-official member of the Committee was absent at all the meetings, though the Committee felt that her views on the subjects would have been very welcome.

The Committee submits herewith their unanimous report for the consideration of Government.

(Sd.) V. V. MONTEIRO,
Chairman.

Members.—

1. (Sd.) P. PARTHASARATHY.
2. .....
3. .....
4. (Sd.) W. H. THEOBALD.
5. (Sd.) DR. T. C. M. ROYAN.
6. (Sd.) F. H. NORONHA.
7. (Sd.) T. SESHACHALAM.

(Sd.) EHSANULLA HUSSAIN,
Secretary.

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No. M. 10749-51—MED. 178-42-16, DATED 1ST JUNE 1945.

REPORT OF THE COMMITTEE.

(1) Uniformity of Standard of Training of Nurses.

At present there are two standards of training of nurses, in the Victoria and Krishnarajendra Hospitals.

(1) *The Probationary Nurses.*—Who are trained in sick-nursing for a period of 3 years and in midwifery for 6 months. These get a stipend of Rs. 30 per mensem.

(2) *The Pupil Nurses.*—Who are trained for a period of only 2 years—1 year in sick-nursing and 1 year in midwifery and who are given a stipend of Rs. 15 per mensem.

It was also explained that as the nurses who received training for a period of less than 3½ years were not recognised by other Governments and were also not registerable in any recognised Nursing Association in India, the following revised conditions of training had been recommended to Government for sanction :—

(*a*) Only Probationary Nurses will be recruited for training in future and the practice of selecting candidates as " pupil nurses " will be discontinued.

(*b*) The course of training in the case of probationary nurses will be extended from 3½ to 4 years, of which 3 years shall be devoted for training in general sick-nursing and 1 year in midwifery (Gynaecology and Obstetrics).

(*c*) The recruitment of male probationary nurses will be discontinued for the next two years.

(*d*) The scale of stipend to probationary nurses will be Rs. 25 per mensem.

(*e*) Married women will not be admitted for the training but widows may be admitted, preference being given to those without children.

(*f*) As regards the minimum educational qualification for probationary nurses, a completed secondary school leaving certificate course will be considered sufficient.

(*g*) The stipends for the training should be granted only to Mysoreans by birth or domicile.

(*h*) The candidates admitted for training should be not less than 18 years and not more than 25 years of age at the time of admission.

(*i*) Private candidates may be admitted for the training and a fee of Rs. 3 per mensem may be levied from each candidate.

(*j*) The training classes for the probationary nurses will hereafter be regularised admissions being restricted to a definite period in the year (June) to enable all the candidates to have a uniform course of lectures and training.

(*k*) Probationary nurses (and pupil nurses now under training) will be allowed leave as noted below :—

1. Casual leave for 20 days in a year subject to the maximum of 7 days at a time.
2. Sick leave with stipend for a period not exceeding 3 weeks at a time when they are really ill and undergo treatment in a Government Hospital.

After considerable discussion, the Committee unanimously resolved—

1. that the period of training may be for 4 years—3 years in sick-nursing and 1 year in midwifery ;
2. that the minimum qualifications for admission to the course be limited to IV Form standard ;
3. that each selected candidate be admitted on three months' trial, on the expiry of which period, if they fail to pass an entrance examination held by a Board consisting of the Medical Officer, the Lady Medical Officer and the Nursing Superintendent of the Hospital, their training may be terminated ;
4. that the present practice of binding the State trained nurses to serve the Government for a period of five years is too long and may be reduced to only one year, the reason being that even during the period of training a probationary nurse renders service to the State which is more than compensated for the stipend she receives. If on qualifying she fails to serve Government for one year, she shall refund the stipend amount in full. It was further resolved that the existing contracts may be suitably modified with retrospective effect ;
5. that a uniform stipend of Rs. 30 per mensem may be paid to these probationers for a period of four years ;
6. that the existing pupil nurses scholarship of Rs. 15 may be abolished and the funds thus released be merged for the grant of scholarships to probationers. Thus there would be only one course for probationary nurses of four years and a total of 29 candidates could be trained every year ;

No. M. 10749-51—Med. 178-42-16, dated 1st June 1945.

7. that if arrangements could be made for their boarding and lodging in the Hospital premises, it is suggested that Rs. 25 may be deducted out of their stipend for boarding expenses, and the balance of Rs. 5 be given to them as pocket money;

8. that all probationary nurses be exempted from payment of lighting, water and scavenging charges during the course of their training;

9. that scholarships should be made available for giving post graduate training to qualified nurses to obtain training in special subjects in various schools of nursing in India and abroad.

It is understood that Government have passed orders in their Order No. M. 7197-9—Med 93-43-7, dated 10th February, 1944 (Annexure 4) on the proposals made by the Department, but the Committee request that these may be suitably modified in view of the recommendations made above.

(2) Employment of Married Nurses.

The present procedure of recruitment to the Nursing Services both married and unmarried candidates was discussed and it was pointed out that the Senior Surgeon was already in correspondence with the Government on the subject. The Chairman brought to the notice of the Committee that this subject was already covered by the issue of the Government Order No. G. 2215-35—Med. 50-43-1, dated the 19th August 1943, where rules for the new entrants were laid down, and that this gave the Committee no choice for further discussion. It was, however, resolved "that widows and married women who have left their husbands may be employed as nurses"

(3) Revision of Scales of Pay of Nurses.

It was brought to the notice of the Committee that prior to 1939 there were 20 different scales of pay in the several Hospitals, which were reduced to three scales, *i.e.*—

First Grade	...	...	...	... Rs. 60—5/3—90
Second Grade	...	...	...	... Rs. 40—5/3—60
Third Grade	...	...	...	... Rs. 25—1/40

and as it was felt that the pay of the third grade nurses required some improvement, proposals for the revision of this scale to Rs. 30 —1—40 had been submitted to Government.

After a discussion of the subject, the Committee resolved that "information may be obtained from the neighbouring States and British Indian Provinces about the scales and the grades of pay obtaining therewith information about the hours of work and number of patients allotted for each nurse, for the consideration of the Committee".

The Secretary wrote for and obtained information from the neighbouring States of Hyderabad, Travancore and Cochin and the British Indian Provinces of Bombay and Madras. A statement of the information was discussed by the Committee at length, and they were unanimously of opinion that the following grades of pay may be recommended to Government for sanction.

1. (*a*) Staff Nurses:—			
1. First Grade	...	... Rs. 80—5/2—100	R. A. Rs. 20 per mensem and U. A. Rs. 48 per annum.
2. Second Grade	...	... „ 55—5/2—75	
3. Third Grade	...	... „ 35—3/2—50	
(*b*) Sisters	...	... „ 125—5—150	R. A. Rs. 30 per mensem and U. A. Rs. 60 per annum.
(*c*) Matrons	...	... „ 200—10—300	R. A. Rs. 40 per mensem and U. A. Rs. 75 per annum.

2. That all the nurses in the State be treated as one Unit and promotions and transfers be effected accordingly by one authority.

The question of the number of beds to be allotted to each nurse and the hours of work was also discussed at length. The Committee were of opinion that—

1. though a hard and fast rule cannot be laid down, eight beds to one nurse was an ideal to be kept in view, and

2. an eight-hour day is recommended, with one whole day off on week days and half a day on Sundays.

It was urged that facilities should be provided as far as possible for permitting the nurses to attend to their religious duties on obligatory days.

(4) Whether the relatives of nurses may be allowed to live with them in the official quarters:—

It was explained that the quarters provided for nurses were not exclusively used by the nurses and that various difficulties and complications arise out of the present practice of husbands and other relatives of the nurses staying in the quarters and bringing their friends, who would spend late hours, much to the discomfort of the neighbouring nurses, especially unmarried women. It was resolved that "when quarters are provided for, the nurses shall be permitted to live with

their relatives—women only not exceeding two in number. Such of the married nurses who desire to live with their husbands may live outside.

(5) Provision of further amenities to the nursing staff :—

It was discussed that the nursing staff at present is not provided with any social amenities in the hospitals. After strenuous work for long hours in the hospitals, they naturally feel the necessity for some social recreations, provision for which has to be made. The Committee were unanimously of opinion that better facilities for recreation should be provided and it was resolved that—

(1) "a club may be started in a suitable place for providing the nurses with certain recreations";

(2) "nurses shall receive free medical treatment in the institutions in which they serve";

(3) "wherever quarters are not provided for them, suitable house rent should invariably be given in lieu thereof";

(6) grant of maternity leave to nurses ;

This subject was not discussed as it was covered by the Government Order of 19th August 1943.

(7) Other subjects.

(*a*) Appointment of Night Superintendents to the Victoria Hospital, Bangalore.

It was explained that the question has been under correspondence since 1939. The Medical Officer of the Victoria Hospital had been constantly urging for these appointments for the better supervision of the nursing staff during the nights. It was also pointed out that such posts exist in every important hospital in British India. After considerable discussion, it was resolved that while the Committee is strongly in favour of these appointments in the Victoria Hospital which may be sanctioned immediately, similar proposals for the other major medical institutions, *i.e.*, the Vani Vilas and the Cheluvamba Hospitals may also be favourably considered. The Committee further feels that it is absolutely necessary to appoint at least two nursing sisters and one sister tutor on Rs. 125—5—150 to the two teaching hospitals.

WD 2595—G PB—300—2-7-45